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Postwar Labor-Management Relations¹

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BEING a conservative, I hesitate to engage in blind predictions. In view of our recent experiences I don't feel comfortable as to what the complexion of the government will be in the postwar years. So I am going to deal with what the role of government should be in postwar relations between labor and management, rather than attempt to predict what the role will actually be.

I think the place for the government in postwar labor-management relations should be that of a second spare tire, always available if needed, but actually never needed under normal operating conditions.

ONCE A PERSONAL RELATIONSHIP

The relationship of labor and management in collective bargaining is essentially that of two parties making a simple contract and keeping it. This relationship is dependent upon a free forum and fair dealing unhampered by one-man czars, anonymous spokesmen and bureaucratic preachments.

Long ago the industrial employer hired a new worker by direct negotiation, each making such offers and conditions as he wanted, and then making counter proposals until they came to terms upon which each would agree. It was face-to-face trading.

Sometimes the need of the employer forced him to bid high. At other times the need of the worker forced him to offer his services at a low price. The bargain covered wages, hours, and conditions. During the period of employment, any grievances were aired and thrashed out face to face.

That process was not substantially dif-

ferent from other contracts, whether the buyer and seller were trading horses or hiring a piece of land. There was no need for the government to interfere except when a dispute arose which the parties could not settle together.

AGENTS NOW NEEDED

The chief difficulty in labor-management relations arises from the fact that industry has become a mass-production business. The principal usually can deal with employees only through agents. Conditions are usually subject to changing circumstances, and the contract involves the needs and emotions of human beings.

There is a public interest in the accomplishment of labor-management agreements. The community cannot afford to let the coal mines stay closed, or the transportation system become paralyzed or any other essential services stay idle long enough to jeopardize the welfare of the community. The modern community is so closely knit and interdependent that paralysis in one arm jeopardizes the functioning of the rest of the body.

In peacetime, the self-interest of the parties is usually sufficient to bring about an agreement before the argument need cause any public intervention. If a man and wife are quarreling together, they usually can settle it without having the neighbors intervene—and the wise neighbor will choose to let them settle their argument.

If the man and wife really want to live together, they will usually settle through a mutually satisfactory compromise. But if a neighbor is butting in every time either one gets excited, the prospects for bigger and better fights increase very greatly and usually all three participate.

In labor-management relations, it is pretty much the same story. If the em-

ployer and his employee meet together to find out and settle any outstanding differences, they usually succeed. But if one slams the door in the other's face and forces him to take his complaints outside for a public airing, they are headed for trouble.

Unfortunately, in the not distant past, in too many instances the door was slammed and bolted and guards were hired. As a result the government stepped in to help guard the privileges of property against trespass. The style was set for government interference, but the tides refused to obey. Unions increased because the workers found they had to band together to meet their problems.

The unions gained strength and used the processes of democracy to make the government change sides. The Norris-La Guardia Act and the National Labor Relations Act simply reversed the previous role of government and provided a mandate *for* instead of *against* collective bargaining. Today, nearly eight years after that law became effective, workers are sending about thirty cases a day to the National Labor Relations Board on bargaining rights.

UNIONISTS FOR FREE ENTERPRISE

The vast majority of American trade unionists are concerned because they want the system of free enterprise to continue. They want to be your partners not your opponents. But if management wants the government to be a party to every detail of personnel relationships, management need only continue to follow the course of resistance. The end result may be to dispossess management of the right to manage.

It is up to you and us to decide. Unions and particularly the new unions can look too often to government agencies to be a wet nurse. You can play the role of resistance until the government has been forced to take over, or we can join together and develop a program of democratic self-government for industry in

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which the politicians and the disjointed alphabetical agencies will be kept out.

I don't see how you can hesitate in choosing your sides in that sort of choice unless you think that there is a tide running which can be used to swamp unions out of existence. If any of you believe that, I would ask you to remember that free management and free labor are inevitable companions.

Free management cannot exist unless there is free labor. Industry cannot function unless there are people to build and run the machines and to buy their products. There must be as much purchasing power as there is production and there must be good will and mutual respect.

In modern corporation management, unions are needed by management as much as by workers. They are the mechanism for conducting the human relations within the plant. If the workers were not intelligent enough to organize themselves, intelligent management in a democracy would have to create the organization to represent the workers so that decent and harmonious relationships could be created and maintained.

I have often said that the program of the present government to facilitate the democratic organization of employees for collective-bargaining purposes was the best and wisest insurance against dictatorship in government. I only regret that the paternalistic instincts of the leaders seem to have in recent months led them into the mistake of letting the palace guards try to manipulate and restrain the full functioning of independent trade unions. Being a boss may give power and authority, but it does not necessarily impart wisdom.

LIMITS TO FEDERAL ROLE

Government has a legitimate function as an impartial agency to conduct elections among employees to determine their choice of bargaining unit and agency. Government has no right, however, to impose personal prejudices through the National Labor Relations Board or any other agency upon employees to cause skilled craftsmen to be submerged against their will in polyglot units in which they have no voice as to the conditions of employment.

Government has a right to say that in the public interest, an employer must recognize and bargain in good faith with legitimate employee organizations. If management denies this right and refuses to bargain, management is simply inviting an attack by any one of a number of government agencies, a painful and contagious ailment, I assure you.

Government has a right to say that in the public interest, employer-employee agreements must not violate basic standards of health and welfare and that, in the public interest, valid agreements must be fulfilled by both parties subject to remedies in court or by impartial arbitration. And that is just about as far as government should go in connection with collective bargaining.

Management executives are the ones who will have to determine whether government goes any further. If you accept collective bargaining in good faith and thereby help employee organizations to acquire stability, responsibility, and self-discipline, you will be helping to lay the foundation for industrial democracy.

That would be a good, hard-headed, sensible procedure. But we don't seem to get started. If you doubt me, look at the record of labor-management production committees. Donald Nelson has nursed that program with zeal and enthusiasm and yet after two years of pleading and exhortation, even after the superduper salesmanship of a high-pressure advertising expert, we find only around 3,000 committees in existence, with most of them confined to conducting pep talks and showing movies. It is regrettable that so many managers are so reluctant to face the competition of ideas.

In the postwar world you will have to face and will need the competition of ideas. You will need the help of labor-management committees to achieve competitive efficiency. You will need democratic grievance machinery to keep workers satisfied at their work. You will need collective agreements within your industry to protect price levels from cut-throat competition, and from the depressing effect of inadequate purchasing power. You can get these checks only through the existence of legitimate, alert and intelligent labor unions which represent all those employed in your plants and industries, or you can get them through government directive and supervision.

DANGERS OF FEDERAL CONCENTRATION

If you do it through the government directive, there is grave danger in the inherent instability of the overloading of the superstructure of our political machinery. Inevitably, the tendency in such a structure is to seek to destroy the essentials of the democratic system by imposing the sanction of force, by trying to bolster its foundation by more directives to compel obedience. Unfortunately, the people are led to accept, step by step, such encroachment because of the fear of

the chaos which might result if the top-heavy structure toppled over.

Concentration of power, of which we have a lot right now, tends to make the holder of the power more and more fearful of any evidence of weakness. By rushing a new and stronger panacea whenever ailments develop and by trying to compel people to swallow the mixture, the holders of the central power try to hide their own weakness. The inevitable consequences of such concentration of economic power in the hands of men elected for their political ability is dangerous. The end result may be called by a high-falutin', high-sounding name, but like the systems we fight against it will deny the sanction of law and the responsibility of the community.

An important executive recently expressed the opinion that the role of government in industrial relations is dependent upon the intelligence with which labor and management operate in their relationships together. If they play their part well, the government will simply be an umpire called upon when the decision is too difficult for the players to agree upon.

This executive is right. Together, we have got to help decide whether government is an umpire or a boss. This is no idle theorizing. Even as we fight for the survival of our basic freedoms, we find that the democratic process in many ways is being hog-tied and rendered subordinate to the dictum of a one-man boss.

Under the present strange legal requirements, a wage agreement agreed to by men and management, considered by a tripartite panel, and passed upon and probably changed by the Regional or National War Labor Board, can be vetoed by a one-man boss, who makes the rules, changes them if he wishes, and then acts as both judge and jury on a case upon which he did not hear the facts.

Such autocratic disregard of the democratic process is a menace to the stability of our democracy. It makes the workers feel that force is the only way to win their objectives. They ask how can we expect to establish decent industrial relations after the war if the government in one instance smashes the product of orderly collective-bargaining conciliation and mediation and refuses modest adjustments, while in another instance striking workers get almost all they demanded.

THE CHALLENGE

Coming events cast their shadows before. The effort labor and management must make presents a challenge. Can we get together and agree upon the rules which will be needed if we are to keep our system of private property, competitive

capitalism and political democracy?

I think we can. It simply means that we must agree upon self-rule to the maximum through the delegated representatives of labor and management. It means that we must build according to the requirements of each industry and each region rather than by the rigid dogma of statutory law.

Our joint objective should be to attain the maximum production and distribution at the greatest efficiency and economy to assure the greatest and widest use of goods and services by all potential customers and free and equitable employment of available labor and capital.

We should operate through agreement among men, meeting practical problems by realistic adaptation of practical policies rather than through the static blindness of rigid law and the directive of the dictator.

Together we could serve to adjust the fluctuations of supply and demand for goods and services and productive equipment so that surpluses would not destroy the values of any product or deprive potential customers of needed products or make any potential producers idle.

Such a system of economic democracy would provide stability by keeping the relative values in reasonable relationship. It would promote the cooperation upon which its day-to-day existence depends.

It would provide for government participation through public representatives as a partner rather than as a policeman. It would make the workers share the responsibility for the success of the enterprise in which they are employed instead of competing against management for power. It would make employers recognize in employees men whose interest in successful operations are parallel to their own.

It would conserve the values of property by sustaining the balance between the wages of labor and the prices of goods which will enable workers to consume the output of their efforts.

It would protect the integrity of political democracy by divorcing the machinery of civil government from economic management. It would help us avoid the twin extremes of the anarchy and dictatorship which are the only alternatives which we face if we continue our present fumbling.

THE TIME IS NOW

The time for labor and management to start is *now*. The forces of our industrial system are tremendous. Today we see in the output for war a national productiveness which in peace can either glut an unbalanced distributive system into utter ruin or, under sensible self-

control, bring a healthy and enduring vitality to every element in the community.

It can be done. It has been proved. The British built a working relationship between labor and capital, out of the chaos of depression and dole, which in the Thirties brought to Britain an economic democracy which reinforced their political democracy so that its fibers withstood the fury of the aggressor.

We can do better. Labor and management can create the mechanism of an economic compact out of the anarchy of ruthless individualism. Selfishness is not the sole instinct of man. Christian civilization has taught us that man is his brother's keeper, that charity is the greatest of virtues, that brotherly love is one of the two great commandments. We can make our economic and political institu-

tions survive only if they are based on the doctrines of Christian civilization and not on the quackery that men are just jackals or monkeys.

I believe in private property, in individual freedom under law, in competition, in a system of wages and profits, in the capacity of man for self-government, in majority rule with respect for basic minority rights. I believe in democracy enough not only to *fight* for it but to *work* for it.

I believe you hold similar beliefs. If I am right, then let us grasp what may be our last chance to develop mutual respect, confidence and understanding. If we profit from the consequences of the failures of peoples of other nations, labor and management will strike together, with all their skill and resources, against our enemies either within or without.

How Reward the Long-service Worker?

By ROYAL PARKINSON

American Optical Company

WHEN the government reports a monthly labor loss for all manufacturing equal to 90% or 100% of the force per year, management has reason to be worried. The loss of its entire force each year could easily put a concern out of the running, in respect to quality of product, quantity of output or unit cost of product.

Probably, however, a prewar organization will have a loss ratio among the skilled part of the force—people who have been in the concern's employ a year or more—of only 10% or 15%, whereas the turnover may have been 400% among the newer part of the force. This is usually what happens in war, in greater or less degree, even in well-managed companies.

What to do about it resolves itself into two questions: (1) how to prevent excessive turnover among newcomers; and (2) how to retain a larger proportion of the force in the majority group—in most cases the longer-service group. The answer to both questions may well be the same in many circumstances; namely, more and more tailor-fitting of the worker and the job.

A SENSE OF BELONGING

When members of a stable force find themselves alongside very transient newcomers, the members of the more stable group know very well that they are the backbone of the organization. Is it unnatural if they even feel that they are the aristocracy of the organization, mem-

bers of a sort of informal club, to which the newcomers may not belong until they have demonstrated not only ability but durability in the company organization? And would it be strange or improper if the more stable group felt that they were carrying the main load of the business and that they deserve for themselves, not as a class but as individuals, somewhere near the attention that is given to the transient newcomers? In my experience, this is an almost universal attitude among the more permanent group of workers.

PERIODIC RECOGNITION

Managers will agree, no doubt, that the attitude is justified. Accepting this as a fact is the first step. One organized way, in these busy times, to demonstrate respect for the more stable workers as individuals is first to identify them with service pins and then to find a way for giving the identified workers periodic attention and respect as individual citizens. The first of these steps without the second misses an opportunity, certainly, and may even prove harmful to good employer-employee relations. The need for both steps is equally great in union and non-union plants.

Of course, all concerns are not themselves old enough to have a large element of workers of very long service. But let us use for an example of the problem and its solution a company so old—say 100 years—that its age has no bearing. Its force undoubtedly includes men and women who have worked 10, 20, 30, 40 and 50 years.

In one such company several have worked 65 years. Under present laws, of course, this can never recur. These people are not only employees but they are usually heads of families, and in all cases citizens in a community. They are influential in forming public opinion. Their families are sources of a rising generation of unusually good labor, which should be attracted to the company where the father has spent most of his working life.

Normally, and necessarily, there is considerable distance between top managers and long-service supervisors or subordinates. But, at the 5-or 10-year intervals when service pins are awarded, they should get together and become personally acquainted, talk over incidents in the company's history, learn the interests of the other, so that each will know the other the next time they meet. If the old timers, executives and manual workers, can have their pictures taken together, the worker who has arrived at a new milestone will have a feeling of personal pride and will gain credit and distinction among his fellow workers, in his family and among his fellow citizens. A simple and sincere letter from his immediate supervisors, which he can take home to his family and friends, is a morale booster. To one who has often seen the company service pin on the burial raiment of a good worker, or who has felt salesmen chafing at a day's delay in the award, it is clear that long service really deserves greater management attention to workers as individuals and greater respect for their family and community attainments, as well as for their skill and stabilizing influence in the business, and that such recognition is genuinely appreciated.

It may be thought that this does not hold equally true in an industry located in a metropolitan area. It does. There may be many communities in a metropolitan area, and they may be scattered, but every worker is a part of some family, and his family is part of some community and has a standing there which grows with time.

INTANGIBLES ALSO COUNT

The majority of distinguished-service people, in the imaginary concern we have taken as an example, are not aged people. They are in their thirties and forties. Those in the sixties and seventies, however, who have really passed the zenith of their skill and earning power generally do not fail to recognize this fact. Usually, they are aware of it before the management is and they hardly expect their monetary compensation to grow. Nevertheless, they can and do continue to grow in the esteem of their associates in plant,

home and community. Isn't management, too, justified in recognizing these other values in life?

In the relationship between employer and employee the particular activities utilized are often less important than the purpose to which they are directed. The suggestion here is that service emblems be directed to assuring periodic managerial attention to the more stable part of the force as individuals. In periods of labor shortage like the present, even the government treats workers wholesale—in

masses and classes. In periods of job shortage, the government pursues the same practice. It is industry's opportunity, whether business is at high, average or low tide to retail its employee relations—to custom-tailor them. Certainly this course could include organizing to give respectful managerial attention, at least to veterans in service, as individuals—not mechanically, but with sincere interest, recognizing the important fact that they are actually an aristocracy within the force.

Job Seniority and the Armed Forces

WHEN the more than 10 million men and women now in the Armed Forces turn again to peacetime life, the paramount question will be jobs. Many will want to return to their places of former employment; others will seek new work. The ferment produced by the return of these millions, combined with industrial reconversion in the immediate postwar period, will affect every member of the nation.

In this process, the seniority plans now in effect in many industries, offices and retail establishments will be most important. At the same time, the fact that many of these plans were hastily written and frequently put in vague terms may prove a detriment to the re-establishment of harmonious management-labor relations.

The first seniority clauses applying to wartime conditions were written into collective bargaining contracts on the basis of the provision in the Selective Training and Service Act of 1940 that:

In the case of any such person who, in order to perform such training and service, has left or leaves a position, other than a temporary position, in the employ of any employer and who (1) receives such certificate, (2) is still qualified to perform the duties of such position, and (3) makes application for re-employment within forty days after he is relieved from such training and service

(A) if such position was in the employ of the United States Government, its Territories or possessions, or the District of Columbia, such person shall be restored to such position or to a position of like seniority, status, and pay;

(B) if such position was in the employ of a private employer, such employer shall restore such person to such position or to a position of like seniority, status, and pay unless the employer's circumstances have so changed as to make it impossible or unreasonable to do so;

(C) if such position was in the employ of

any state or political subdivision thereof, it is hereby declared to be the sense of the Congress that such person should be restored to such position or to a position of like seniority, status, and pay.

Any person who is restored to a position in accordance with the provisions of paragraph (A) or (B) of subsection (b) shall be considered as having been on furlough or leave of absence during his period of training and service in the land or naval forces, shall be so restored without loss of seniority, shall be entitled to participate in insurance or other benefits offered by the employer pursuant to established rules and practices relating to employees on furlough or leaves of absence in effect with the employer at the time such person was inducted into such forces, and shall not be discharged from such position without cause within one year after such restoration.

In case any private employer fails or refuses to comply with the provisions of subsection (b) or subsection (c), the district court of the United States for the district in which such private employer maintains a place of business shall have power, upon the filing of a motion, petition, or other appropriate pleading by the person entitled to the benefits of such provisions, to specifically require such employer to comply with such provisions, and, as an incident thereto, to compensate such person for any loss of wages or benefits suffered by reason of such employer's unlawful action. The court shall order a speedy hearing in any such case and shall advance it on the calendar. Upon application to the United States district attorney or comparable official for the district in which such private employer maintains a place of business, by any person claiming to be entitled to the benefits of such provisions, such United States district attorney or official, if reasonably satisfied that the person so applying is entitled to such benefits, shall appear and act as attorney for such person in the amicable adjustment of the claim or in the filing of any motion, petition, or other appropriate pleading and the prosecution thereof to specifically require such employer to comply with such provisions: Provided, that no fees or court costs shall be taxed against the person so applying for such benefits.

Where there are no written agreements

between employer and employees, the law must remain as the sole basis for determining the status of returned service men and women. Since there are certain ambiguities in the phrasing of this section of the law, the question of eligibility for jobs is likely to arise in an increasing number of cases. Several such disputes, in fact, have already developed.

Certain basic factors are tied up with the question of seniority in the immediate postwar period. Foremost among them will be the problem of full-scale production. If a curtailment of industrial activity occurs, the finest seniority plans in existence will be powerless to provide employment to war veterans or workers fresh from schools and other reservoirs of manpower.

FITNESS OF WORKER

Of equal importance will be the *current* fitness of the worker for the job—and, in a sense, the fitness of the job for the worker. In many places, it will be found that new techniques and new inventions have either wiped out the operations to which the worker was accustomed, or so changed the working processes that intensive employee retraining programs will be essential. Also, a number of ex-soldiers and sailors will undoubtedly be mentally and physically changed, in varying degrees, by their experiences in the war.

Most of the agreements containing seniority clauses regarding the rehiring of veterans have provisions similar to the one in effect between Lockheed Vega in Burbank, California, and the International Association of Machinists (AFL):

If any employees subject to the terms of this agreement shall enter into the United States military service, either voluntarily or by conscription, such employees shall be granted leave of absence covering the period of time in which they may be thus engaged in government service, without loss of seniority rights. Upon the termination of such government service, if within forty-five (45) days such employees shall request re-employment and if the employees are physically and mentally able to do the work available, the company agrees to re-employ such persons in preference to all other persons in their occupations with less seniority.

Another type of seniority clause, less frequently used but important in its implications, is part of a contract between one of the nation's largest shipbuilding companies and the Industrial Union of Marine and Shipbuilding Workers of America (CIO). The clause states:

Without waiving or limiting any present provisions of, or future amendments to, Section 8 of the Selective Training and Service act of 1940 which may be more favorable, or grant additional rights or benefits to the em-

ployees than the following, the parties agree that any employee with one or more year's service for the corporation, who enters any branch of the Armed Forces of the United States, or of any state, either for active duty or for training, shall retain his seniority standing, and shall have the time spent by him in such service added to his length of service in the craft or classification within such craft in the department in which he was employed by the corporation at the time of his entry into said military service. Any such employee who, within sixty days of his release or discharge from such military service, applies for reinstatement, shall (subject to all such provisions of the then existing agreement between the corporation and the union as are not inconsistent with this paragraph) be rehired in accordance with the seniority provisions of this agreement, in his old position, or, if physically incapable of performing that work, in some other position the work of which he is physically capable of performing.

The contracts in which these clauses appear also include grievance and arbitration clauses providing for the settlement of disputes regarding the interpretation of all sections of the agreements. Thus, differences of opinion regarding the mental and physical capacities of veterans would be presented to impartial arbitrators and government agencies. One can foresee, however, that such third parties will be more than swamped with cases begging for judgment. Whether the existing arbitration facilities, or even enlarged ones, will be adequate is a question.

TRAINING PROGRAMS

For representatives of workers and management—and, if these do not succeed, then for arbitration agencies—there will be a long process of analysis and argument regarding many points not covered or inadequately covered in the contracts. Who, for instance, will weigh the mental and physical capabilities of the worker? If a worker is physically incapable of carrying his former job, who will decide what other job he is able to fill?

The problem of training or retraining ex-service men and women will face management, labor and government alike. In a number of instances, collective bargaining contracts already contain clauses which are being interpreted as applying to training.

A typical clause which relates to this question was drawn up by the Regional War Labor Board of New York at the request of the company and the union and included in the union agreement between Remington Rand, Inc. and the International Association of Machinists (AFL). It reads as follows:

(a) All employees who were on the employment list of the company, including those temporarily laid off, employees laid off from work

due to illness, and those excused from work, as of the date of reconversion to peacetime production, shall be afforded every opportunity to qualify according to seniority for any other work the company may engage in other than its wartime work, or other related work and shall be afforded the necessary training to qualify for such work as the company may engage in and for no less a classification of work, comparable in skill to the classification of work formerly performed by the employee. This does not include employees discharged for just cause, or employees having voluntarily left the company's employ.

(b) Employees after reasonable training period, qualifying for a work classification requiring greater skill than that formerly performed, shall be assigned such classification of work, if available. Those employees failing to qualify for classification of work requiring more skill shall be assigned less skillful classification of work, if available.

Another vital aspect of the seniority question will arise in plants that have been organized by unions since the selective service act became law in 1940. In many places, there will obviously be more than one worker eligible through aptitude and length of service for the same job. An acute situation may thus arise between the veterans who left before the plant was organized and the workers who took their jobs.

Many AFL and CIO unions have anticipated this state of affairs and have adopted resolutions to the effect that men and women in the Armed Forces will be given full seniority rights. For these persons, discharge papers will suffice as union initiation fees.

SEVERAL WORKERS FOR JOB

Even where no union is involved, difficulties set in immediately upon the return of the worker to his old job, unless the provisions regarding eligibility for a job are stated very clearly. In an office in Boston, Massachusetts, for example, five consecutive accountants joined the service—each supposedly eligible for the job when he came back. Accountant No. 2 received an honorable discharge, requested his job and received it, thus ousting Accountant No. 6. Shortly thereafter, Accountant No. 1 also received an honorable discharge and also reported "ready for work." The firm, however, preferred to retain Accountant No. 2, stating he was qualified and No. 1 was not. Since both were war veterans, the question of seniority became a delicate one. It was only after Accountant No. 1 appealed to a high state official and proved his ability to perform the job that he was reinstated through pressure brought to bear on officials of the firm.

This case history may well be duplicated in many firms and plants, both

union and nonunion. It illustrates the need for a clear statement amplifying the phrase in the selective service law which states that a person who "is still qualified to perform the duties" of a position will be reinstated upon proper application to his employer.

The drawbacks and pitfalls in arrangements so far made for seniority ratings for men and women in service are a source of concern to employers and labor leaders alike. No American ever again wants to see veterans selling apples on street corners. Plans developed up to now are far from adequate to cope with the

problem. Constructive, scientific planning must begin immediately.

Of course, the placement of ex-service men and women on jobs is bound up with many other factors, such as job classification, available work, aptitudes both before and after the war, opportunities for retraining and the like. Along with the establishment of a complete index of seniority ratings must come a unified effort by management and labor to create a program which will provide all necessary technical aids to this war's veterans.

ABRAHAM A. DESSER
Management Research Division

Trends in Collective Bargaining

Attacks Government Policies

Vice President Fred D. Laudemann of the International Association of Machinists (AFL) blasts government bureaus "dominated by hand-picked political friends, lawyers, college professors and college students . . . none of whom have had any practical experience at all with the problems they handle." Mr. Laudemann, who devotes his entire article in the January, 1944, issue of the *Machinists Monthly Journal* to an attack on the Administration's handling of labor problems, asserts that "the idea of dealing with cases on the merit of each case has been forgotten . . . Each month brings more red tape and delay and a more pronounced tendency to interfere with the expeditious handling of cases."

Union Suspends Members

Sherman A. Dalrymple, President of the United Rubber Workers of America (CIO), has issued an order to the members of the organization warning them that they would be expelled from their union if they participated in unauthorized (wild-cat) work stoppages.

As a result of an unauthorized strike at the General Tire and Rubber Company the union suspended seventy-two members, who were immediately discharged by the company according to the maintenance of membership provisions in the union agreement.

International Relations

Sir Frederick Leggett, Representative of the British Government on the governing body of the International Labor Office, has submitted a proposal to the ILO which advocates the establishment of international industrial committees consisting of representatives of employers and

workers under ILO auspices. These committees would handle "problems of the world's main industries."

Some members of the ILO governing body felt that the committees should "include government representatives, as well as those of the workers and employers."

Acting Director Edward J. Phelan of the ILO is to give a more complete report on the proposals of Sir Frederick Leggett at the International Labor Conference which will convene in Philadelphia on April 20. This conference is expected to discuss:

1. Future policy, program and status of the organization.
2. Recommendations to the United Nations for present and postwar social policy.
3. Organization of employment in the transition from war to peace.
4. Social security principles and problems arising out of the war.
5. Minimum standards of social policy in the dependent territories.
6. Director's report.

War and Labor Relations

Lloyd K. Garrison, ex-General Counsel of the National War Labor Board, in an address before the Industrial Relations Association of Wisconsin in Milwaukee on January 12, 1944, asserted that "Great Britain stabilized its economy without wage controls by providing drastic controls of manpower, prices and incomes—more drastic than any that we have yet adopted." Mr. Garrison, who has always been a staunch advocate of the tripartite method of dealing with labor disputes, went on to say that "as a part of the over-all program in Great Britain it was agreed that general wage increases would not be sought, but that no legislation on

this score would be needed. This agreement has in the main been sufficiently well kept."

In touching upon the labor problems of the postwar world, Mr. Garrison said that the following procedures, some of them "hammered out by the War Labor Board," would more than likely have a profound bearing on labor relations in the postwar world:

1. The voluntary maintenance of membership clauses which have been worked out, standing mid-way between the open shop and the closed or union shop.

2. The development of concepts of union responsibility in connection with the application, withholding or withdrawal of maintenance of membership clauses.

3. The special attention directed to the social necessity of correcting sub-standards of living.

4. The requirement of equal pay for equal work, regardless of race, color, creed, or sex.

5. The recognition of arbitration as the needed last step in adequate grievance procedures.

6. The firmly established principle, which, though weakened by one dramatic incident, still stands, that governmental commitments and decisions will not be made while strikes called by unions are in progress.

7. The compilation and availability of a great mass of accurate information about the specific wage rates actually being paid for particular key occupations in particular labor market areas—a type of information which, if kept up as it surely should be in the postwar world, could facilitate the setting of wage rates by collective bargaining.

8. As the embodiment of the essence of our democratic wisdom the extensive experience gained through the National and Regional boards and panels in bringing together around the table representatives of industry, labor and the public and in charging them with equal responsibility for carrying out the conclusions once arrived at.

Contract and No-strike Pledge

The Shipbuilding Commission of the War Labor Board modified the retroactive date for pay increases because of an unauthorized strike at the Cramp Shipbuilding Company in Philadelphia on September 10, 1943, by members of the Industrial Union of Marine and Shipbuilding Workers of America (CIO). The strike lasted until January 10 when, following a meeting, the strikers returned to work. The national officers of the union asked that the strike be terminated immediately and the "no strike pledge" be kept. The

board, however, held that "the bold and inescapable fact is that workers in this yard have resorted to strike tactics on a number of occasions, reported by the company to total sixteen instances in the last six months."

Part of the WLB Shipbuilding Commission ruling reads as follows:

"Neither the contract nor labor's pledge says 'We will not strike unless provoked.' It says 'We will not strike.' The agreement contains an arbitration clause which gives the workers recourse if the company is provocative or violates the agreement. The War Labor Board has been established as an agency to settle disputes in wartime which are not arbitrable under the labor agreement. In no case are the workers without redress by peaceful and noncoercive methods of settlement . . .

"Labor has come a long way in recent years. From what was almost an underground movement it has advanced to a recognized position of power in the community . . . It is only right and proper that the working man should take his place as an equal with management in determining his own welfare in the plant in which he works and that he should have an active voice in determining the laws which govern him.

"But with power goes responsibility."

The above are excerpts from a decision written by W. E. Simkin, Chairman of the WLB Shipbuilding Commission.

Labor members of the commission oppose the penalizing of workers by the denial of retroactive pay and Lucian Kock, Labor member of the commission, said in his dissenting opinion that "the union's contention does not, so far as this particular case is concerned, stand or fall on the question of whether the Board should or should not impose penalties in the form of a denial of retroactive pay.

"In any case, the reason for the stoppage, and the circumstances surrounding it should be examined more carefully than was done by the commission in this instance."

Membership Maintenance Suspended

A dispute between the Lumber and Sawmill Workers International Union (AFL) and the International Woodworkers of America (CIO) over who represents the employees of Potlatch Forests, Inc. has resulted in a suspension of the maintenance of membership clause between the company and the AFL by the War Labor Board's West Coast Lumber Commission.

The CIO union insists that it represents the majority of the employees and petitioned the WLB commission to sus-

pend the collective bargaining agreement between the AFL and the company because the AFL did not represent the majority of the employees of the company. The AFL union insisted that the company discharge six employees who had not been paying dues, thereby violating the maintenance of membership clause. However, upon petition by the CIO the AFL withdrew its demand that the six delinquent members be fired. In January, 1944, the AFL demanded the discharge of twenty-two dues-paying delinquents. The commission then suspended the contract between the company and the AFL pending the outcome of the dispute as to who represents the majority of the workers—AFL or CIO.

Raiding Shelved for Duration

President Harvey W. Brown of the International Association of Machinists, (AFL) and President R. J. Thomas of the United Automobile, Aircraft, Agricultural Implement Workers of America (CIO) have signed an agreement whereby neither union will raid any plant "where one of the named organizations has established a contractual relationship with an employer or has been certified as the collective bargaining agency by the NLRB."

The agreement signed expresses the hope "that this policy will result in a better understanding between them and will eventually lead to a united labor movement and make possible the further expansion of the trade union movement among unorganized workers."

The Frey amendment to the NLRB prevents one union from raiding the jurisdiction of a union that has established contractual relationships with a company for three months or more. The Frey amendment, however, does not prevent a union from demanding an NLRB election at the expiration of the collective bargaining agreement.

WLB Vacation Policy

The vacation policy of the Regional War Labor Board for the Second Region is brought out clearly in a decision affecting the employees of the American Fork and Hoe Company who are organized into Local No. 2189 of the United Steelworkers of America (CIO). In the past, the union had agreed to waive the vacations with pay in lieu of wage increases. The board, however, stated that "there have been numerous cases before the Board in which the Board ruled that additional compensation be given in lieu of vacations." The decision of the board reads in part:

"Whether the rates of pay in the employer's plant are so high that further increases would not be approved by the Board is not clear; the minimum rates, at least, seem to be at or above the bracket minimum tentatively set by the Board; in any case, the union has not demanded a wage increase, so that the issue of wage levels may be irrelevant. At the time of the 1942 'trade' it was, of course, not known whether any specific action would be taken by the Federal Government on wage controls or what the character of such action, if taken, would be.

"It is the policy of the National War Labor Board to separate vacation adjustments from wage adjustments. An employer would not be barred from adopting a vacation plan merely because the level of wages in his establishment was higher than the average. And it appears reasonable to suppose that if the employer here were to come to the Board on a Form 10 application for vacations, the application would be granted as an appropriate adjustment under the Board's policies. The fact that the union might not be able to secure a wage increase ought not to mean that it could not obtain a vacation allowance."

AFL Attacks New State Laws

General Counsel Padway of the American Federation of Labor has announced that State Federations of Labor have begun lawsuits attacking the constitutionality of laws in Kansas, Colorado, Texas, Florida, Alabama, Idaho and South Dakota which provide for "compulsory registration of union officials, submission of financial and other data and the licensing of unions and union officers." According to the AFL *Weekly News Service*, Mr. Padway said "the application of the licensing and restrictive provisions of the state acts to labor unions, as distinguished from all other types of unincorporated associations, such as chambers of commerce and manufacturers' associations, constituted a discriminatory denial of equal protection of the laws in violation of the Fourteenth Amendment."

It was announced that the appeals will be taken as far as the United States Supreme Court.

Unions of Western Hemisphere

Bernardo Ibanez of the Chilean Confederation of Workers appeared before the meeting of the AFL Executive Council at Miami last month to plead for closer cooperation between the unions of North and South America during the postwar period.

ABRAHAM A. DESSER
Management Research Division

Absenteeism during November

MEN in factories worked an average of 47.5 hours and women 43.4 hours a week during November, according to companies cooperating in THE CONFERENCE BOARD's index of absenteeism. The office work week averaged 43.2 hours for men and 42.3 hours for women. The combined averages were 42.8 hours for office workers and 46.3 hours for factory work-

2 shows the relative importance of absences caused by personal reasons, illness and nonindustrial accidents.

PLANTS REPORTING

Absence data for the Board's November survey were contributed by thirty-eight plants employing 131,485 persons and located in sixteen states and the District

Table 1: Absences of Employees Related to Hours Worked a Week, November, 1943

Weekly Work Hours	Average Number of Absences for 1,000 Employees			Average Days Lost an Absence			Average Number of Days Lost an Employee
	Short- term	Long- term	All Absences	Short- term	Long- term	All Absences	
	89,883 Male Employees						
Over 60.....	211	52	264	1.5	12.5	3.7	1.0
55-59.....	185	38	223	1.3	5.8	2.0	.5
50-54.....	198	67	266	1.6	8.6	3.4	.9
45-49.....	410	74	485	.8	4.7	1.4	.7
40-44.....	171	28	200	1.3	11.9	2.8	.6
Total.....	301	57	358	1.0	6.6	1.9	.7
	41,602 Female Employees						
50-54.....	331	106	436	1.4	6.6	2.7	1.2
45-49.....	672	120	792	1.0	6.2	1.8	1.4
40-44.....	402	71	473	1.3	7.1	2.2	1.0
35-39.....	379	214	593	1.6	6.4	3.3	2.0
Total.....	479	94	573	1.2	6.6	2.1	1.2

Table 2: Frequency and Duration of Absence Among 60,887 Male and 32,778 Female Employees, November, 1943, According to Reasons

Classification	Short-term Absences			Long-term Absences			All Absences		
	Ill	Accident	Other	Ill	Accident	Other	Ill	Accident	Other
Absences per 1,000 Employees									
Men.....	118	1	284	28	1	38	147	2	322
Women.....	220	2	332	42	1	60	262	3	392
Days lost an absence									
Men.....	1.0	1.4	.9	7.9	10.7	3.3	2.3	4.4	1.2
Women.....	1.3	1.3	1.1	7.5	9.6	5.2	2.3	4.6	1.8

ers. In the group as a whole, men worked an average of 46.7 hours a week, or 3.6 hours more than women.

REASONS FOR ABSENCE

Personal reasons accounted for 64.7%, illness for 34.9%, and nonindustrial accidents for less than 1.0% of the absences of 93,665 persons employed in thirty-three plants. These causes were responsible for 52.7%, 46.3%, and 1.0%, respectively, of the total time lost.

Men continued to show a greater tendency to be absent for personal reasons, with about 68% of their absences reported under this category as compared with 59% for women. Illness was responsible for approximately 40% of women's absences and 31% of men's absences. Table

of Columbia. About 83% of these plants were engaged in the production of war materials. Approximately 83% of the men and 71% of the women were factory workers.

LENGTH OF ABSENCES

Short-term absence frequency rates were 301 a thousand for men compared with 479 a thousand for women. Frequency rates for long-term absences were 57 a thousand for men and 94 for women. The combined rates showed an average loss of 1.9 days an absence for men, and 2.1 days for women.

ETHEL M. SPEARS

Management Research Division

Wage and Salary Stabilization

TENTATIVELY established going rates for the chemical industry covering northern New Jersey and Metropolitan New York were announced on January 11 by the New York Regional War Labor Board. This industry makes, among other things, paints, varnishes and lacquers, vegetable and animal oils, drugs and medicines, cosmetics and other toilet preparations, soap and glycerine, rayon and other synthetic textile fibers, explosives and printing and writing inks.

The wage brackets cover forty-three occupations, including maintenance, production, movement and control, inspection, custodial and protective occupations. Some selected job descriptions, together with the going rates, follow:

Packager, Labeler, Filler (50¢-60¢)

Pastes and applies labels to containers by hand or feeds machine which pastes and applies labels to containers. Packs containers in cartons or boxes. Also feeds bottles or boxes into filling machine or fills bottles or boxes by hand.

Ampule Filler & Sealer (55¢-65¢)

Fills small glass vials with solution and seals ampule by melting end in gas flame. May seal by hand or by machine. May perform both filling and sealing.

Laborer (Except Industrial Chemicals) (60¢-70¢)

Does general unskilled work; cleans equipment, moves fairly heavy material from place to place, works in warehouse or plant doing moving of products under supervision. The typical working conditions in this classification are unpleasant and onerous compared with other brackets of the chemical industry.

Filler (Paints & Varnish) (66¢-78¢)

Fills cans to weight or volume and places lids on cans. May fill tubes or fill paste materials in containers by hand, dipper, or spatula.

Guard (Armed) (72¢-86¢)

Guards an industrial plant, warehouse, or other property against fire, theft, and illegal entry. May make periodic inspection tours about building and grounds. Carries side arms and has been trained to their use. Generally a member of the Auxiliary Military Police.

Varnish Maker (80¢-94¢)

Heats rosins, oils and other varnish ingredients in a kettle. Mixes and tests for viscosity. Controls temperature of heating instrument and adds raw materials to cooker during heating process.

Rollerman, Class B (87¢-\$1.03)

Helps insert plastic mass on calendar rolls which harden and form product into plastic sheets. Operates pressure and heat controls, checks thickness, width of sheets and speed of operation according to set standards. Helper to "A" operator.

Color Matcher (Print'g Ink) (\$1.04-\$1.22)

Receives order for ink and writes out formula to produce this color. Files all formulae. Makes up small special orders.

WOMEN'S RATES

The Division of Review, Analysis and Research of the National War Labor Board has received about 2,250 post-adjustment reports in connection with the adjustment of women's rates permitted by General Order No. 16. This order makes it possible to increase rates paid to women to the level of those paid to men for "comparable quality and quantity of work on the same or similar operations." In its original form it contained a clause to the effect that "such adjustments [shall be] reported . . . to the Division of Review, Analysis and Research . . . together with sufficient information to show that they are in accordance with . . . policy." On January 3, Order No. 16 was amended, so that the clause requiring postadjustment reporting is omitted. Thus, employers are now relieved of making a report in connection with adjustments of this type. Such cases, of course, are still subject to the WLB power of ultimate review and to the requirement that there shall be no adverse effect on price ceilings.

On May 12, 1942, Local 163 of AFL's Bakery and Confectionery Workers signed an agreement with twelve bakeries in Houston, Texas, which included a clause prescribing that "women hired to replace men in the bakeries during the war period shall be paid one-third less than the male rate in each classification." Recently, the union requested the Dallas Regional War Labor Board to reopen this clause and bring it in line with the "equal-pay" policy of the WLB. The regional board refused to void the clause and the case was appealed to the National WLB. The latter denied the request for review and stated in effect that since the WLB doctrine of equal pay for women is a permissive rather than mandatory feature of wage stabilization the contract could not be reopened to grant the request.

SALESMEN'S COMMISSIONS

For several months there has been a state of confusion regarding the status of commission earnings of salesmen and sales executives under Treasury jurisdiction. On

December 30, the Director of Economic Stabilization, Fred M. Vinson, directed the Commissioner of Internal Revenue to apply the same stabilization rule to commission earnings and certain related methods of compensation that had already been applied by the National War Labor Board. This means that no approval for increase or decrease in total annual commission earnings is required so long as the basis for calculating the commission remains unchanged.

This announcement left several questions in doubt. One question was whether bonuses not directly related to sales were to be included under the ruling. A second question was whether the Treasury policy covered employees who had no connection with the sales department. A third was whether the policy applied on a retroactive basis to 1943 commissions and bonuses without further approval of the Treasury Department.

On January 19, the Commissioner of Internal Revenue, Robert E. Hannegan, issued a formal statement of policy which clarified these questions. Following are excerpts from the official text:

The new policy permits employers to pay—without the formality of obtaining approval—any percentage-type compensation earned by employees under a contract or established policy of the employer, provided no change has been made in the percentage, method of computation, or the employee's base salary since the beginning of the salary stabilization program.

These percentage types of compensation include commissions, bonuses, and similar types of payments which are based on a percentage of sales, salary, profits, volume of new business or similar factors. The new policy permits payment of the percentages without regard to the dollar amount and rescinds former provisions which limited the dollar amounts to the level of 1941-1942.

Employers are authorized to adjust 1943 payments retroactively in accord with the new policy. If the percentage, method of computation, or base salary has changed and the employer believes an adjustment is warranted, he may request a ruling from a field office of the Salary Stabilization Unit.

NONPROFIT ORGANIZATIONS

General Order 26, issued by the National War Labor Board on January 22, 1943, provided in Section (a) that "adjustments in the wages or salaries of employees engaged in rendering hospital services and employed by a nonprofit organization which maintains and operates a hospital will be deemed approved without submission to the Board, providing such adjustments do not raise the wages or salaries beyond the minimum noninflationary going rates for similar occupa-

tional groups in the labor market area." Sections (b) and (c) provided for monthly reporting on such actions to the WLB and for ultimate right of review by this agency.

About six months later, the WLB issued another official statement concerning nonprofit organizations. An excerpt follows:

The Board . . . will entertain requests from "charitable organizations" for exemption from the necessity of filing applications for approval of wage and salary adjustments.

A WLB resolution issued in October, 1943, announced still another change to the effect that nonprofit organizations would be authorized to make pay adjustments without filing application for WLB approval but that they would be expected to observe and abide by the "national wage and salary stabilization policy."

On January 12, 1944, General Order No. 26 was amended to read as follows:

(a) Organizations established as nonprofit community chest funds, foundations, or cemetery companies, and organizations operated without profit and exclusively for religious, charitable, scientific, literary, or educational purposes, which have been exempted from the payment of income and social security taxes (including nonprofit organizations which maintain and operate hospitals) shall be exempt from the necessity of filing applications for approval of wage and salary adjustments of their employees within the jurisdiction of the National War Labor Board.

(b) Such organizations will, nevertheless, be expected to observe and abide by the national wage and salary stabilization policy in making any adjustments in the wages or salaries of their employees.

(c) The Regional War Labor Boards may recommend to the National War Labor Board such exceptions to the provisions of this order as are necessary to effectuate the wage and salary stabilization policies of the National War Labor Board, which exceptions, if approved by the National War Labor Board shall, unless otherwise specified, apply only within the territorial jurisdiction of the regional board making the recommendation.

MERIT INCREASES

Interpretative Bulletin No. 2 to WLB General Order No. 31, issued by WLB on January 10, includes a statement to the effect that the National War Labor Board recognizes that the practice of granting individual increases to employees for meritorious work or in accordance with their length of service is an established feature of the American wage structure and it wishes employers to retain this flexibility of individual adjustments. It adds, however, that "this type of adjustment shall not circumvent the purposes of wage stabilization."

The bulletin stresses the fact that the

allowable average increase of five cents in pay rates for merit or continuous service refers to the basic average straight-time hourly rate for the employees in the establishment covered by the plan. It states further that "the order . . . does not permit the creation of a fund as such at the beginning of the year; representing five cents for each man hour to be worked during the year by the employees covered by the plan, to be distributed in increases during the course of the year. Such a method of calculation . . . might result in the full ten-cent increase to all employees . . . if no increase had been given until after the middle of the year."

Section II-C-1-c of Order No. 31, the section to which Interpretative Bulletin No. 2 refers, is reproduced here so that its exact wording may be reviewed:

The total of such increases to any individual employee (subject to National War Labor Board jurisdiction) shall not exceed, during any year (beginning July 1, 1943), 10 cents per straight-time hour or more than two-thirds of the difference between the appropriate minimum and maximum rates, whichever increase is greater, and the total amount expended on such increases during any such year shall not exceed an average of 5 cents per straight-time hour for all the employees in the establishment who are covered by the plan and whose wage or salary rates are subject to National War Labor Board jurisdiction.

Bookkeeping will be complicated for employers who intend to follow Section II-C-1-c as a basis for granting merit increases, particularly in cases where there is considerable turnover in the labor force or job transfers owing to upgrading. Bulletin No. 2 describes two standard methods that have been approved by the WLB: method A for relatively large employers who have a substantial labor turnover and method B for employers who have small, relatively stable labor forces.

Method A—Large Employers

Take the number of employees on the payroll subject to the jurisdiction of the WLB on July 1, 1943, . . . and calculate the total cents per hour increase allowable for the year by multiplying the number of employees on July 1 by five cents per hour.

Example: 100 employees at 5¢ equals \$5.00 per hour budget.

A ledger control should then be set up in which the opening or allowable increases should be entered. As increases are granted, the amount of the increase in cents per hour should be deducted from the allowable increase available for disbursement. As additional employees are hired, subject to the jurisdiction of the War Labor Board, the budget should be increased five cents for each individual added. As employees are exited, subject to the jurisdiction of the War Labor Board, the budget

should be reduced five cents for each individual exited. However, any increase previously given to an employee should be restored to the budget when that employee is exited. As employees who have received an increase are promoted to a new job classification, the amount of increase in the former job classification should also be restored to the budget.

Method B—Small Employers

Employers shall be entitled to make merit or length of service increases averaging five cents per hour during any year. From this figure of five cents shall be subtracted such increases as are made, allocated over the entire work force. When the five cents is used up, no further increases can be made until the next year. Total merit or length of service increases shall be calculated each month, then added and divided by the number of persons on the payroll at the beginning of the month.

Example during the first month:

3 received \$0.05.....	\$0.15
2 received \$0.10.....	0.20
1 received \$0.03.....	0.03
	<hr/> \$0.38

Number of employees on payroll at beginning of month—100

Average merit increase ($\$0.38 \div 100$)...\$0.0038

Amount remaining ($\$0.05 - \0.0038).... 0.0462

Treasury Jurisdiction

Treasury regulations, like those of the WLB, permit merit and length-of-service increases within established salary rate ranges without prior approval. In place of the WLB "5 and 10" rule there is the requirement (Section 1002.14 of Treasury

regulations) that "there shall be no substantial increase in the average salary in any given salary range." The "substantial increase" ruling is applied by individual job classification rather than to the over-all average of salaries within a company.

Since the question of what constitutes a substantial increase was not answered in the regulations, it was naturally the subject of considerable speculation. On this point the Deputy Commissioner of Internal Revenue, A. D. Burford, has stated that the word "substantial" is generally interpreted to mean not more than 3%.

In the case of a salary bracket in which the average of salaries paid is \$5,000 per year, this ruling would mean that the limit of the average increase in salary rates would be \$150 per year or \$12.50 per month.

It was not until September, 1943, that the words "there shall be no substantial increase in the average salary in any given salary range" first appeared in Treasury regulations. Therefore, there is some doubt about merit increases that were made previous to the ruling which resulted in more than a 3% increase in the average salary rate in a given job classification. Informal statements by officials of the Salary Stabilization Unit on this question seem to indicate that the "substantial increase" limitation is not retroactive.

E. S. HORNING

Management Research Division

Wage Rates of Hired Farm Labor

WAGE rates of hired farm labor rose to new peak levels in 1943. This was true of monthly and daily workers both with and without board. Rates for all four groups of hired farm workers have increased in each successive year since 1939. The largest year-to-year advances in wage rates occurred from 1942 to 1943 for all groups except monthly workers with board. Weighted average wage rates of all monthly workers, following a normal seasonal trend which was reversed only in 1942 and 1943, fell off slightly in January, 1944, from the high point attained in October, 1943.

The weighted average wage rates of all monthly workers at \$65.61 in 1943 were 31.6% above those in 1942. This advance compares with rises of 30.7% from 1941 to 1942, 21.9% from 1940 to 1941 and only 2.4% from 1939 to 1940. Since 1939, when wage rates averaged only \$30.56 for

monthly workers, they have risen an aggregate of 114.7%. From the monthly peak of \$69.27 reached in October, 1943, monthly wage rates fell off only 1.8%. In previous years, the declines from the October peaks to the January low points had been substantially greater. However, the January, 1944, level was 23.1% above that in January, 1943.

Hired farm workers who received board as well as cash payments fared substantially better than those without board in 1943. Monthly rates of workers with board rose 33.0% from 1942 to 1943, as compared with an advance of 30.2% for workers without board. Since living costs of families of wage earners and lower-salaried clerical workers increased 5.5% from 1942 to 1943, those of agricultural families undoubtedly also rose substantially. When the effect of increased living costs is added to the rise in the dollar

Wage Rates of Hired Farm Labor, January, 1942-January, 1944¹

Source: Department of Agriculture

Period	Monthly Wage Rates ²		Daily Wage Rates ²		Weighted Average Monthly Wage Rates ²	Indexes of Monthly Wage Rates (1923=100) ³	
	With Board	Without Board	With Board	Without Board		Without Board	Weighted
1942 January.....	\$37.08	\$47.77	\$1.77	\$2.12	\$41.21	99.0	98.4
April.....	41.47	50.54	1.83	2.10	43.77	104.7	104.5
July.....	47.29	56.97	2.16	2.45	50.09	118.1	119.6
October.....	50.83	59.26 ^r	2.54	2.76	54.42 ^r	122.8	130.0 ^r
Annual Average ⁴	46.64	56.07	2.19	2.49	49.85	116.2	119.1
1943 January.....	\$50.91	\$62.43	\$2.39	\$2.83	\$55.28 ^r	129.4	132.0 ^r
April.....	56.84	67.21	2.47	2.88	59.29	139.3	141.6
July.....	64.62	76.00	2.93	3.34	67.81	157.5	162.0
October.....	65.22	75.44	3.17	3.51	69.27	156.4	165.4
Annual Average ^{3, 4}	62.03	72.99	2.88	3.28	65.61	151.3	156.7
1944 January.....	\$63.01	\$76.06	\$2.96	\$3.50	\$68.03 ^a	157.6	162.5

¹This table revises and brings up to date figures published in *The Conference Board Management Record*, March, 1943, p. 135.²Wage rates are applicable to the first of each month.³Computed by THE CONFERENCE BOARD.⁴Annual averages are obtained by weighting the April, July and October rates by the estimated total number of workers hired as of the first of each month. The January rates of the current and subsequent year are also included and are weighted by one-half the estimated hired farm labor for each of these months.^aComputed by THE CONFERENCE BOARD from indexes of farm wages (1910-1914=100).^rRevised.

wage rates of monthly workers with board, it may readily be seen that the difference is much greater than a comparison of the actual percentages of change shows.

Similarly, the dollar wage rates of workers with board have risen 126.5% since 1939, while those without board have increased only 103.8%. But the increased value of board as gauged by the 22.0% advance in the cost of living for wage earners and lower-salaried clerical workers makes the difference even greater.

While cash wage rates of daily workers

with board increased 31.5% in 1943 and those of daily workers without board were 31.7% higher, living costs further raised the value of the income of workers with board. Since 1939 the actual dollar compensation of daily workers with board advanced 121.5%, which, when inflated because of the increased value of board, becomes substantially greater than the 110.3% rise in wage rates of daily workers without board.

ETHEL B. DUNN
Division of Labor Statistics

Review of Labor Statistics, December, 1943-January, 1944

EVER since John L. Lewis announced his determination to eliminate the Little Steel formula, the basis for the nation's wage policy has been under constant attack. The pressure exerted by the coal strike settlement and the settlement of the railroad wage cases was increased by the announced intention of the United Steel Workers to do away with the formula in renegotiating their many contracts which expired about the end of 1943. The case of the steel workers has been certified to the War Labor Board, which is now considering the case.

The demands of the steel workers' union greatly exceed the limits placed upon wages by the Little Steel formula, which allows only a 15% increase in wages over the level prevailing in January, 1941. Their demands are largely based upon an assumption that living costs have risen far

more than the 15% originally calculated in the development of the Little Steel formula and also more than the 23.4% reported by the United States Bureau of Labor Statistics from January, 1941, to December, 1943.

A five-man committee of members of the War Labor Board was appointed in November by the President to investigate the charges that living costs had risen more than the index of the Bureau of Labor Statistics indicated. This action was taken even though the President was reported by the press to be familiar with the findings of the Mills committee which had just been released. Composed of six educators, the Mills committee had just made a comprehensive study of the methods used by the Bureau and the results of the Bureau's index and had decided that it was a satisfactory measure of changes

in living costs. The President's committee has not yet made its report. The two labor members of the committee, however, independently published the results of their own findings that living costs have risen 43.5% in the period January, 1941, to December, 1943, instead of 23.4% as shown by the Bureau. THE CONFERENCE BOARD reports an increase of 20.8% for the same period.

Until the report of the President's entire committee is available, it must be assumed that the findings of the Bureau of Labor Statistics and the Mills committee, supported by THE CONFERENCE BOARD's parallel findings, are substantially correct. It would thus seem evident that earnings in manufacturing have advanced more since the start of the war than has the cost of living (45.3% increase in hourly earnings and 74.4% in weekly earnings, as compared with a 23.7% increase in living costs).

In the steel industry hourly earnings have risen 37.1% and weekly earnings 63.5% in this same period, so that hourly earnings adjusted for changes in living costs are up 10.8% and real weekly earnings, 32.1%. It would also thus seem that increases in living costs have not worked a hardship on the average employee in this industry.

The policy of adjusting wages to offset changes in living costs is inflationary and merely shifts the burden from persons receiving such wage adjustments to the millions of other workers not receiving similar adjustments. If the upward spiral is to be broken, wages and prices must be held firmly.

STRIKES

A larger number of strikes were begun in December than in November, 1943, according to the figures just released by the Bureau of Labor Statistics. The 325 strikes begun in December involved 241,000 workers and resulted in a loss of 715,000 man days as compared with 300 strikes, 500,000 workers and 2,825,000 man days in November.

Despite a growing anti-strike sentiment and renewed no-strike pledges of union leaders, there is still a substantial number of strikes occurring in vital war industries. Many of these strikes not only involve the plant where the strike occurs but plants dependent upon it for parts or equipment needed in more advanced operations.

In January, the largest strike reported in the press involved 17,000 workers at the Cramp Shipbuilding Company yard at Philadelphia. Like the recent Ford dispute at Edgewater, New Jersey, where

test drivers were penalized by the union for speeding up their work on army trucks, the Cramp workers struck in defense of a practice that hindered full and speedy war production. (See article on page 53 for details.) Such practices, however, do not characterize the great majority of unions, which are doing excellent jobs in helping America to win the war.

LIVING COSTS AND WAGES

There was no change in the living costs of families of wage earners and lower-salaried workers from December to January. There was, however, a decline of 0.7% in food costs—the third in as many months—which offset rises in the prices of

fuel and light, clothing and sundries items.

The increase from January, 1942, to January, 1943, was 2.4%, bringing the increase since January, 1941, the base date of the Little Steel formula, to 20.8%.

Hourly earnings of workers in the twenty-five manufacturing industries regularly studied by the Board increased 0.5% from November to December. Hours worked declined 0.4%, with the result that weekly earnings advanced only 0.02%.

In December, the average worker earned \$1.046 per hour and worked 45.3 hours per week to make a weekly wage of \$47.59.

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Division of Labor Statistics

Payroll Statistics in Manufacturing

CONTINUING the upward trends that have prevailed since 1939, hourly and weekly earnings, employment and payrolls rose to new peaks in December. The Board's regular monthly survey of labor statistics also reveals that hours worked a week in December fell off slightly from the secondary peak reached in October and November and averaged 45.3, the same as during May and September, 1943. With a reduced work week, total man hours also declined but were higher than in any previous month except October and November, 1943. Because living costs (prewar budgets) rose 0.4% from November to December and the increase in dollar weekly earning was so very small, "real" weekly earnings (weekly income in terms of the goods and services it will purchase) declined to the September level of 172.1 (1923=100).

The 1943 annual averages for actual and real hourly and weekly earnings, employment, man hours and payrolls exceeded the averages for any other year since these surveys were begun. Hours worked a week in 1943, while higher than in any other recent year, were well below the average before 1930.

EARNINGS

Average hourly earnings rose 0.5% in December to \$1.046. They have advanced in each successive month since August, 1939, with the exception of four months: January, 1940, when they declined fractionally; and July, 1940, and August and October, 1943, when the upward movement was temporarily halted because hourly earnings remained unchanged at the levels of the previous months. The over-all rise since August, 1939, was 45.3% and was 37.8% since January, 1941.

The rate of increase in hourly earnings has varied greatly during this period, depending largely upon the factors responsible for the rise. The principal factors which cause increased hourly earnings are wage-rate increases, longer hours worked at premium overtime rates, changes in the proportion of workers on late shifts where higher rates are paid, and changes in the ratios of male to female workers and of unskilled to skilled wage earners.

In the period from September, 1939, to May, 1940, hourly earnings advanced at an average rate of 0.8% a month. These higher earnings resulted chiefly from wage-rate increases granted. The average number of hours worked in one week was well under forty throughout this period. In addition, an adequate supply of labor was available so that neither changes in the composition of the labor force nor work on late shifts was required.

From May, 1940, to November, 1941—from defense to war—the average monthly increase in hourly earnings was 0.8%. During this period, substantial wage-rate increases were granted and hours worked rose above forty per week, necessitating overtime payments.

During the first ten months of our participation in the war, the monthly rate of increase in hourly earnings was further accelerated and averaged 1.1%. Hours worked in one week advanced, averaging 42.7 for the period, and required premium bonus payments. Labor shortages made it necessary to increase basic wage rates, and double and triple shifts became more prevalent.

Fear of the outcome of the spiraling of wages and prices resulted in the enactment of an amendment to the Emergency Price Control Act authorizing the President to

set up machinery to arrest inflation. The Executive Order issued on October 3, 1942, provided that no changes could be made in wage rates either up or down without the approval of the War Labor Board which is generally guided by the Little Steel formula. In the three months following the promulgation of this order, hourly earnings rose only 0.4% per month, or less than the increase in working hours, and wage rate increases were substantially curtailed.

In the first nine months of 1943, labor shortages, which resulted in wider use of late shifts at higher rates, longer working hours at premium rates, and incentive and attendance bonus payments, raised hourly earnings an average of 0.7% despite the curtailing of wage-rate increases and the employment of large numbers of unskilled workers at lower basic rates. In the last three months of 1943, the length of the work week remained relatively stable and wage-rate increases averaged only 0.1%, but bonus payments for work on holidays served to raise hourly earnings at the average rate of 0.3% per month.

Wage-rate Increases and Workers Affected

Source: THE CONFERENCE BOARD

Date	25 Manufacturing Industries	
	Wage Earners Affected	Wage-rate Increase
1942		
December.....	2.0%	5.0%
1943		
January.....	0.6	14.4
February.....	1.3	7.6
March.....	0.9	6.0
April.....	0.6	5.9
May.....	1.3	7.9
June.....	0.7	6.9
July.....	1.1	7.8
August.....	0.3	7.0
September.....	0.8	6.9
October.....	0.3	6.7
November.....	1.4	5.4
December.....	1.4	4.1

Wage-rate increases averaging 4.1% were granted to 1.4% of the wage earners in these twenty-five industries in December, or an average of only 0.1% for all workers. While the largest wage-rate increase granted was that of 35.7% in the furniture industry, it affected only 0.4% of the workers and averaged only 0.1% for all workers. Similarly, increases of more than 8% in the meat packing, book and job printing and heavy foundry equipment industries were granted to so small a portion of the workers that their effect was negligible. On the other hand, an increase of 3.0% granted to 15.9% of the workers in the machine and machine tool

EARNINGS, HOURS, EMPLOYMENT, PAYROLLS, ALL WAGE EARNERS, 25 MANUFACTURING INDUSTRIES

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

Date	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner	Average Nominal Hours per Week per Wage Earner	Index Numbers, 1923=100							
					Hourly Earnings		Weekly Earnings		Actual Hours per Week per Wage Earner	Employment	Total Man Hours	Payrolls
					Actual	Real a	Actual	Real a				
1942 December.....	\$.970	\$42.98	44.2	41.6	179.3	177.5	161.5	159.9	89.8	145.2	130.4	234.5
1943 January.....	.979	43.56	44.3	41.9	181.0	178.5	163.7	161.4	90.0	146.3	131.7	239.5
February.....	.982	43.85	44.5	42.3	181.5	178.3	164.8	161.9	90.4	148.0	133.8	243.9
March.....	.987	44.30	44.7	42.6	182.4	177.4	166.5	162.0	90.9	148.4	134.9	247.1
April.....	.998	45.02	44.9	42.8	184.5	177.9	169.2	163.2	91.3	147.7	134.9	249.8
May.....	1.009	45.92	45.3	43.0	186.5	179.3	172.6	166.0	92.1	147.5	135.8	254.6
June.....	1.016	46.16	45.2	43.1	187.8	180.6	173.5	166.8	91.9	148.6	136.6	257.8
July.....	1.020	46.14	45.0	43.1	188.5	183.4	173.4	168.7	91.5	148.6	136.0	257.7
August.....	1.020	46.25	45.1	43.2	188.5	183.9	173.8	169.6	91.7	148.8	136.4	258.6
September.....	1.036	47.12	45.3	43.4	191.5	186.1	177.1	172.1	92.1	149.5	137.7	264.8
October.....	1.036	47.51	45.5	43.6	191.5	185.0	178.5	172.5	92.5	149.7	138.5	267.2
November.....	1.041	47.58r	45.5	43.6	192.4	185.9	178.8	172.8	92.5	149.8	138.6	267.8
December.....	1.046	47.59	45.3	43.7	193.3	186.0	178.8	172.1	92.1	150.1	138.2	268.4
Annual Average.....	\$1.014	\$45.92	45.1	43.0	187.4	181.8	172.6	167.4	91.7	148.5	136.2	256.3

r Revised See footnotes on page 46

EARNINGS AND HOURS, ALL WAGE EARNERS, DECEMBER, 1943

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	Average Earnings				Average Hours per Week per Wage Earner			
	Hourly		Weekly		Actual		Nominal	
	Dec.	Nov.	Dec.	Nov.	Dec.	Nov.	Dec.	Nov.
Agricultural implement.....	\$1.111	\$1.104	\$51.75	\$52.04	46.6	47.1	47.0	46.7
Automobile ¹	p 1.317	1.310	p 59.87	59.52	p 45.5	45.4	p 43.3	43.4
Boot and shoe.....	.722	.716	29.16	28.40	40.4	39.7	41.6	41.1
Chemical ⁶	1.075	1.077r	48.28	48.80r	44.9	45.3r	45.7	45.7r
Rayon and allied products.....	.919	.924	38.69	39.45	42.1	42.7	46.1	46.2
Cotton—North.....	.766	.767	33.33	33.43	43.5	43.6	40.9	40.9
Electrical manufacturing.....	1.091	1.084	50.04	50.40	45.9	46.5	42.5	42.6
Furniture ².....	.984	.975r	46.80	46.21r	47.6	47.4r	45.7	45.7r
Hosiery and knit goods.....	.796	.786	32.60	32.80	41.0	41.7	41.5	41.3
Iron and steel ³	1.161	1.164	50.12	52.16	43.2	44.8	42.8	42.8
Leather tanning and finishing.....	.872	.869	38.46	37.84	44.1	43.5	43.2	43.2
Lumber and millwork.....	1.092	1.085	50.87	49.51	46.6	45.7	46.9	46.8
Meat packing.....	.926	.923	48.07	46.60	51.9	50.5	41.5	40.6
Paint and varnish.....	.948	.947	46.45	47.44	49.0	50.1	43.0	40.7
Paper and pulp.....	.891	.888	42.53	42.59	47.7	48.0	43.6	43.5
Paper products.....	.824	.824	36.06	36.29	43.7	44.0	42.9	42.8
Printing—book and job.....	1.005	1.005	42.13	42.45	41.9	42.2	41.0	40.9
Printing—news and magazine.....	1.141	1.142	47.29	47.68	41.4	41.8	40.7	40.9
Rubber.....	1.180	1.177	53.71	54.63	45.5	46.4	45.6	45.6
1. Rubber tires and tubes.....	1.290	1.296	58.84	60.76	45.6	46.9	46.2	46.3
2. Other rubber products.....	1.020	1.005	46.31	45.96	45.4	45.7	44.6	44.7
Silk and rayon.....	.756	.752	32.79	32.48	43.4	43.2	42.0	42.1
Wool.....	.897	.898	38.62	38.77	43.0	43.2	41.6	41.6
1. Woolen and worsted goods.....	.884	.885	37.85	37.84	42.8	42.8	40.8	40.8
2. Other woolen products ⁴.....	.919	.919	39.89	40.28	43.4	43.8	42.9	42.9
Foundries and machine shops.....	1.153	1.141	55.00	54.89	47.7	48.1	45.1	45.1
1. Foundries.....	1.112	1.106	52.06	52.04	46.8	47.1	43.7	43.7
2. Machines and machine tools.....	1.125	1.108	55.23	55.28	49.1	49.9	47.3	47.4
3. Heavy equipment.....	1.252	1.231	60.45	59.27	48.3	48.1	45.9	45.8
4. Hardware and small parts.....	1.054	1.064	49.98	50.96	47.4	47.9	44.3	44.4
5. Other products.....	1.133	1.125	53.22	53.55	47.0	47.6	44.1	44.2
25 INDUSTRIES.....	\$1.046	\$1.041	\$47.59	\$47.58r	45.3	45.5	43.7	43.6
Cement.....	\$.848	\$.854	\$34.02	\$35.22	40.1	41.3	42.1	41.9
Petroleum refining.....	1.263	1.271	56.94	56.42	45.1	44.4	43.4	41.9
27 INDUSTRIES.....	\$1.047	\$1.042	\$47.62	\$47.61r	45.3	45.5	43.7	43.6
Aircraft.....	\$1.128	\$1.130r	\$49.55	\$50.15r	43.9	44.4	47.3	47.2
Shipbuilding.....	1.348	1.350	62.46	64.45	46.3	47.7	47.7	47.9

See footnotes on page 46

branch of foundries averaged 0.5% for all workers in that industry. In both the hosiery and knit goods and silk and rayon industries, wage rates 0.3% higher were averaged by all workers in December.

Continuing its upward trend, employment rose 0.2% in December to a new peak. In the year since December, 1942, there were 3.4% more workers in the twenty-five manufacturing industries; since

January, 1941, the gain has been 37.6%. Employment began to spiral upward with the outbreak of war in Europe. By January, 1940, doubt as to the effect of the war upon our economy caused employ-

EARNINGS, EMPLOYMENT, MAN HOURS, AND PAYROLLS, ALL WAGE EARNERS, DECEMBER, 1943

Index Numbers, 1923=100

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	Average Earnings						Employment		Total Man Hours Worked		Payrolls	
	Hourly, Actual		Weekly									
			Actual		Real a							
	Dec.	Nov.	Dec.	Nov.	Dec.	Nov.	Dec.	Nov.	Dec.	Nov.	Dec.	Nov.
Agricultural implement.....	199.8	198.6	188.1	189.2	181.0	182.8	192.3	189.5	181.0	180.4	361.7	358.5
Automobile ¹	p208.4	207.3	p198.6	197.5	p191.1	190.8	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Boot and shoe.....	145.9	144.6	129.0	125.7	124.2	121.4	85.8	86.6	76.0	75.4	110.7	108.9
Chemical ²	211.6	212.0r	189.2	191.2r	182.1	184.7r	182.6	181.6	163.1	163.6r	345.5	347.2r
Cotton—North.....	172.1	172.4	156.9	157.4	151.0	152.1	44.2	44.3	40.2	40.4	69.3	69.7
Electrical manufacturing.....	192.1	190.8	184.7	186.0	177.8	179.7	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Furniture ³	190.3	188.6r	187.7	185.3r	180.7	179.0r	157.6	158.4	155.7	155.7r	295.8	293.5r
Hosiery and knit goods.....	208.4	205.8	184.5	185.6	177.6	179.3	83.8	84.0	74.2	75.7	154.6	155.9
Iron and steel ⁴	194.8	195.3	146.5	152.4	141.0	147.2	120.6	121.9	90.3	94.6	176.7	185.8
Leather tanning and finishing.....	179.4	178.8	166.1	163.4	159.9	157.9	72.8	72.1	67.4	65.9	120.9	117.8
Lumber and millwork.....	230.9	229.4	217.2	211.4	209.0	204.3	58.2	58.0	54.8	53.5	126.4	122.6
Meat packing.....	195.8	195.1	204.2	198.0	196.5	191.3	134.6	129.4	140.5	131.5	274.9	256.2
Paint and varnish.....	177.5	177.3	174.8	178.5	168.2	172.5	144.2	143.6	141.9	144.5	252.1	256.3
Paper and pulp.....	176.8	176.2	163.1	163.3	157.0	157.8	113.2	111.7	104.3	103.5	184.6	182.4
Paper products.....	180.7	180.7	165.6	166.6	159.4	161.0	184.7	185.0	169.6	170.9	305.9	308.2
Printing—book and job.....	153.9	153.9	140.7	141.7	135.4	136.9	122.2	122.2	111.6	112.3	171.9	173.2
Printing—news and magazine.....	164.6	164.8	151.4	152.7	145.7	147.5	123.5	123.1	113.6	114.4	187.0	188.0
Rubber.....	188.5	188.0	191.6	194.9	184.4	188.3	126.1	123.9	128.1	128.4	241.6	241.5
Silk and rayon.....	152.4	151.6	142.4	141.0	137.1	136.2	88.2	86.7	82.3	80.5	125.6	122.2
Wool.....	177.6	177.8	161.1	161.7	155.1	156.2	75.7	76.0	68.5	69.1	122.0	122.9
Foundries and machine shops.....	201.2	199.1	193.9	193.5	186.6	187.0	245.9	245.4	236.6	238.0	476.8	474.8
1. Foundries.....	188.5	187.5	175.8	175.8	169.2	169.9	155.6	154.4	145.0	144.8	273.5	271.4
2. Machines and machine tools.....	204.9	201.8	202.3	202.5	194.7	195.7	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
3. Heavy equipment.....	186.9	183.7	183.1	179.5	176.2	173.4	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
4. Hardware and small parts.....	205.9	207.8	201.5	205.4	193.9	198.5	215.1	216.8	210.2	214.2	433.4	445.3
5. Other products.....	202.3	200.9	194.7	195.9	187.4	189.3	279.1	276.3	268.8	269.4	543.4	541.3
25 INDUSTRIES.....	193.3	192.4	178.8	178.8	172.1	172.8	150.1	149.8	138.2	138.6	268.4	267.8

NOTE: No basic 1923 data are available, hence no indexes are given for the following: rubber tires and tubes, other rubber products, woolen and worsted goods, other woolen products, cement, petroleum refining, and "27 industries."

See footnotes on page 46

ment to fall off. This declining trend continued through May, 1940, when the initiation of our defense program reversed the trend upward. Since May, 1940, employment has risen in every successive month except five: July, 1940; December, 1941; and April and May, 1943, when the declines were fractional; and July, 1943, when employment remained unchanged at the June level. The aggregate rise since August, 1939, has amounted to 78.3%.

Because the rise in hourly earnings from November to December was slightly larger than the decline in the number of hours worked in one week, average weekly earnings rose fractionally in December, and reached a new peak of \$47.59 (the November revised average was \$47.58). In the year since December, 1942, they have increased 10.7%. Weekly earnings in December, 1943, exceeded those in January, 1941, by 55.5%.

The effect of an increase of 0.4% in living costs (on a prewar budget) coupled with that of a negligible increase in dollar weekly earnings served to reduce real weekly earnings 0.4% in December. This was the first time since October, 1942, that real weekly earnings have declined. Since December, 1942, they have advanced

7.6%, and since January, 1941, the rise has amounted to 28.7%.

Total payrolls, showing the combined effect of slightly higher weekly earnings and greater employment, rose 0.2% in December and established a new high level of 268.4 (1923=100). In the last year, total payrolls disbursed to manufacturing wage earners in the twenty-five industries increased 14.5%. Since January, 1941, the advance in payrolls was 113.9% and since August, 1939, 210.6%.

Average hours worked in one week in December in the twenty-five manufacturing industries declined 0.4% to 45.3, the same number averaged in both May and September. This number was exceeded only in October and November of this year (when working hours reached a peak of 45.5 hours) and prior to May, 1930. Although the number of hours of work in one week has shown considerable variation since August, 1939, having risen substantially in one month only to decline the following month, the trend has been generally upward. In the period from August, 1939, when the average was 37.9 hours per week, to December, 1943, the aggregate increase has been 19.5%.

Total man hours declined 0.3% in De-

cember. They were slightly below the October and November levels but higher than in any other month since these data have been collected. With both shorter working hours and curtailed employment, total man hours became substantially reduced in the early part of 1940, but the trend has been generally upward since August, 1939. The over-all rise in the period since August, 1939, has been 113.3%.

OTHER INDUSTRIES

Average hourly earnings of all wage earners in the cement industry declined from \$.854 in November to \$.848 in December, or 0.7%. This decline resulted largely from a reduction of 2.9% in the number of hours worked in one week and, as a consequence, smaller premium overtime payments. Hourly earnings of both common and unskilled and semi-skilled and skilled male workers declined in December. While the number of hours worked by the unskilled group remained unchanged at the November level in December, the reduction in hours worked by the numerically greater skilled workers is reflected in the average for all wage earners. Average weekly earnings, showing the

EARNINGS AND HOURS, MALE AND FEMALE WAGE EARNERS, DECEMBER, 1943

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	ALL MALE						FEMALE					
	Average Earnings				Average Hours per Week per Wage Earner		Average Earnings				Average Hours per Week per Wage Earner	
	Hourly		Weekly				Hourly		Weekly			
	Dec.	Nov.	Dec.	Nov.	Dec.	Nov.	Dec.	Nov.	Dec.	Nov.	Dec.	Nov.
Agricultural implement.....	\$1.136	\$1.129	\$53.27	\$53.52	46.9	47.4	\$.924	\$.917	\$40.79	\$41.64	44.2	45.4
Automobile ¹	p1.376	1.377	p63.57	63.70	p46.2	46.3	p1.118	1.091	p48.30	46.83	p43.2	42.9
Boot and shoe.....	.866	.856	35.89	34.93	41.4	40.8	.597	.594	23.60	23.03	39.5	38.8
Chemical ⁶	1.166	1.166 _r	53.27	53.66 _r	45.7	46.0 _r	.744	.750 _r	31.42	32.19 _r	42.3	42.9 _r
Rayon and allied products.....	1.021	1.023	45.84	46.65	44.9	45.6	.694	.701	27.00	27.62	38.9	39.4
Cotton—North.....	.841	.837	39.18	38.71	46.6	46.3	.667	.677	26.69	27.49	40.0	40.6
Electrical manufacturing.....	1.236	1.228	58.83	59.04	47.6	48.1	.836	.831	36.03	36.54	43.1	44.0
Furniture ²	1.062	1.055 _r	51.43	50.73 _r	48.4	48.1	.795	.782 _r	36.28	35.91 _r	45.6	45.9 _r
Hosiery and knit goods.....	1.073	1.064	47.31	47.56	44.1	44.7	.671	.662	26.63	26.82	39.7	40.5
Iron and steel ³	1.179	1.181	51.29	53.40	43.5	45.2	.887	.891	33.78	34.73	38.1	39.0
Leather tanning and finishing.....	.898	.895	40.23	39.64	44.8	44.3	.710	.709	28.42	27.98	40.0	39.4
Lumber and millwork.....	1.115	1.106	51.85	50.55	46.5	45.7	.835	.835	39.44	37.46	47.2	44.8
Meat packing.....	.976	.977	52.31	50.93	53.6	52.1	.714	.701	32.85	31.22	46.0	44.5
Paint and varnish.....	.994	.992	45.82	46.72	46.1	47.1	.787	.786	32.66	33.25	41.5	42.3
Paper and pulp.....	.917	.913	44.42	44.50	48.4	48.7	.665	.661	28.08	27.84	42.2	42.1
Paper products.....	.955	.957	44.02	44.23	46.1	46.2	.629	.630	25.61	25.97	40.7	41.2
Printing—book and job.....	1.201	1.201	51.75	51.77	43.1	43.1	.634	.635	25.28	25.82	39.9	40.7
Printing—news and magazine.....	1.238	1.237	51.16	51.50	41.3	41.6	.756	.758	31.69	32.05	41.9	42.3
Rubber.....	1.339	1.339	64.49	65.24	48.2	48.7	.871	.872	35.79	37.13	41.1	42.6
1. Rubber tires and tubes.....	1.405	1.419	66.80	69.15	47.6	48.7	.996	.993	41.06	42.60	41.2	42.9
2. Other rubber products.....	1.219	1.195	60.12	58.18	49.3	48.7	.751	.754	30.78	31.88	41.0	42.3
Silk and rayon.....	.852	.847	39.22	38.71	46.0	45.7	.616	.616	24.66	24.70	40.0	40.1
Wool.....	.969	.968	43.49	43.57	44.9	45.0	.777	.782	31.27	31.60	40.2	40.4
1. Woolen and worsted goods.....	.947	.943	42.40	42.24	44.8	44.8	.791	.800	31.83	32.09	40.2	40.1
2. Other woolen products ⁴.....	.999	1.002	45.05	45.46	45.1	45.4	.749	.748	30.14	30.61	40.3	40.9
Foundries and machine shops.....	1.206	1.196	58.56	58.41	48.5	48.8	.891	.879	39.11	39.41	43.9	44.8
1. Foundries.....	1.136	1.131	54.10	54.08	47.6	47.8	.873	.857	35.29	34.95	40.4	40.8
2. Machines and machine tools.....	1.181	1.171	59.13	59.51	50.1	50.8	.890	.859	40.32	39.81	45.3	46.3
3. Heavy equipment.....	1.269	1.248	61.60	60.35	48.5	48.4	.871	.869	37.83	38.25	43.4	44.0
4. Hardware and small parts.....	1.143	1.152	56.28	56.99	49.2	49.5	.804	.817	34.47	35.90	42.9	44.0
5. Other products.....	1.198	1.194	57.43	57.80	47.9	48.4	.924	.910	40.82	41.08	44.2	45.1
25 INDUSTRIES.....	\$1.142	\$1.137	\$53.26	\$53.24 _r	46.6	46.7	\$.727	\$.724	\$29.96	\$30.15 _r	41.0	41.4
Cement.....	\$.848	\$.854	\$34.02	\$35.22	40.1	41.3	.....	.....	.....	.....	.....	.....
Petroleum refining.....	1.263	1.271	56.94	56.42	45.1	44.4	.....	.....	.....	.....	.....	.....
27 INDUSTRIES.....	\$1.142	\$1.137	\$53.16	\$53.14 _r	46.5	46.7	.....	.....	.....	.....	.....	.....
Aircraft.....	\$1.232	\$1.231 _r	\$55.92	\$56.19 _r	45.4	45.6	\$.953	\$.966 _r	\$39.73	\$41.00 _r	41.7	42.4 _r
Shipbuilding.....	1.364	1.367	63.29	65.29	46.4	47.8	1.124	1.128	50.76	53.79	45.2	47.7

See footnotes on page 46

combined effect of both lower hourly earnings and reduced working hours, declined even more, 3.4%. As was the case in hourly earnings, weekly earnings of skilled workers declined substantially more than those of the unskilled group.

Average hourly earnings of all wage earners in petroleum refineries declined 0.6% in December and averaged \$1.263. This reduction in hourly earnings was surprisingly accompanied by an increase in the length of the work week. However, employment of the more highly paid semi-skilled and skilled workers declined substantially in December so that the lower earnings of the unskilled workers had a greater effect upon the earnings of all wage earners in December than they had in November. With the increase in hours worked greater than the decline in hourly earnings, weekly earnings rose 0.9% and averaged \$56.94 for all wage earners.

Average hourly earnings of aircraft

workers declined 0.2% to \$1.128 in December, largely the reflection of shorter working hours in December and lower overtime premium payments. Average weekly earnings thus declined even more in the month period, 1.2%. Hourly earnings of skilled male workers remained unchanged at the November level, but those of female wage earners declined.

Shorter hours were worked in December by both of these groups of workers. Common and unskilled male workers alone worked a fractionally longer work week in December, and earned more per hour and per week. However, since unskilled male wage earners represented less than 5% of all workers in the industry in both November and December, the increases had little or no effect upon the averages for all workers combined.

Average weekly earnings of wage earners in the shipbuilding industry declined 3.1% in December. However, they

averaged \$62.46 and were higher than December weekly earnings of workers in any of the other twenty-eight industries surveyed by the Board. The average number of hours worked in one week was lower in December for all classes of workers and as a result the average for all wage earners declined from 47.7 hours in November to 46.3 hours in December. The shorter working hours reduced the amount of premium overtime payments and caused hourly earnings of each class of workers to decline, as well as those of all wage earners. The December level of hourly earnings for all wage earners of \$1.348 was 0.1% below hourly earnings in November.

DECEMBER LABOR STATISTICS

Hourly earnings at \$1.046 in December were 0.5% higher than in November, 7.8% above those a year before, and 77.3% more than the average for 1929.

EARNINGS AND HOURS, UNSKILLED AND SKILLED AND SEMI-SKILLED MALE WAGE EARNERS, DECEMBER, 1943

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	UNSKILLED						SKILLED AND SEMI-SKILLED					
	Average Earnings				Average Hours per Week per Wage Earner		Average Earnings				Average Hours per Week per Wage Earner	
	Hourly		Weekly				Hourly		Weekly			
	Dec.	Nov.	Dec.	Nov.	Dec.	Nov.	Dec.	Nov.	Dec.	Nov.	Dec.	Nov.
Agricultural implement.....	\$.930	\$.925	\$43.39	\$43.98	46.7	47.6	\$1.164	\$1.157	\$54.64	\$54.79	46.9	47.4
Automobile ¹	p1.126	1.125	p51.51	51.99	p45.7	46.2	p1.407	1.409	p65.11	65.20	p46.3	46.3
Boot and shoe.....	.462	.464	19.80	20.18	42.9	43.5	.883	.872	36.52	35.51	41.4	40.7
Chemical ⁶.....	.942	.940 _r	43.42	43.59 _r	46.1	46.4 _r	1.238	1.239 _r	56.40	56.87 _r	45.6	45.9 _r
Rayon and allied products.....	.746	.747	33.20	33.69	44.5	45.1	1.050	1.053	47.15	48.02	44.9	45.6
Cotton—North.....	.756	.746	33.84	32.99	44.7	44.2	.881	.881	41.91	41.67	47.5	47.3
Electrical manufacturing.....	.866	.871	39.97	40.56	46.2	46.6	1.284	1.275	61.35	61.54	47.8	48.3
Furniture ³.....	.850	.838	41.91	39.56 _r	49.3	47.2	1.104	1.096 _r	53.27	52.86 _r	48.2	48.2 _r
Hosiery and knit goods.....	.679	.674	30.81	31.84	45.4	47.2	1.108	1.100	48.74	48.94	44.0	44.5
Iron and steel ³.....	.885	.889	37.50	38.47	42.4	43.3	1.235	1.238	54.04	56.44	43.7	45.6
Leather tanning and finishing.....	.665	.658	30.09	28.80	45.3	43.8	.966	.963	43.15	42.77	44.7	44.4
Lumber and millwork.....	.797	.795	36.07	35.38	45.3	44.5	1.209	1.197	56.68	55.19	46.9	46.1
Meat packing.....	.800	.794	41.16	39.56	51.5	49.8	1.065	1.061	58.29	56.50	54.7	53.3
Paint and varnish.....	.833	.836	35.99	37.45	43.2	44.8	1.060	1.061	50.67	51.46	47.8	48.5
Paper and pulp.....	.763	.762	35.13	35.56	46.1	46.6	.984	.976	48.74	48.49	49.5	49.7
Paper products.....	.728	.731	31.13	31.81	42.7	43.5	1.047	1.049	49.82	49.76	47.6	47.4
Printing—book and job.....	.859	.854	36.46	36.39	42.4	42.6	1.312	1.315	56.86	56.91	43.3	43.3
Printing—news and magazine.....	.815	.812	31.35	31.29	38.5	38.5	1.348	1.348	56.81	57.34	42.1	42.5
Rubber.....	1.053	1.048	49.70	50.62	47.2	48.3	1.346	1.347	64.88	65.63	48.2	48.7
1. Rubber tires and tubes.....	1.107	1.106	52.69	53.86	47.6	48.7	1.414	1.429	67.24	69.64	47.6	48.7
2. Other rubber products.....	.756	.753	34.23	34.89	45.3	46.3	1.226	1.202	60.55	58.57	49.4	48.7
Wool.....	.794	.784	34.78	34.17	43.8	43.6	1.052	1.053	47.80	48.19	45.4	45.7
1. Woolen and worsted goods.....	.807	.797	34.58	34.02	42.9	42.7	1.036	1.033	47.72	47.77	46.1	46.2
2. Other woolen products ⁴.....	.763	.753	35.30	34.56	46.3	45.9	1.071	1.076	47.90	48.65	44.7	45.2
Foundries and machine shops.....	.947	.944 _r	45.50	45.89 _r	48.0	48.6	1.246	1.236	60.57	60.39 _r	48.6	48.9
1. Foundries.....	.910	.904	42.13	41.94	46.3	46.4	1.214	1.209	58.36	58.40	48.1	48.3
2. Machines and machine tools.....	.985	.950	49.18	47.97	49.9	50.5	1.207	1.205	60.47	61.32	50.1	50.9
3. Heavy equipment.....	.935	.929	45.04	45.19	48.2	48.6	1.309	1.287	63.60	62.18	48.6	48.3
4. Hardware and small parts.....	.957	.951 _r	46.82	47.40 _r	48.9	49.8 _r	1.179	1.190 _r	58.11	58.80 _r	49.3	49.4
5. Other products.....	.957	.973	45.76	47.16	47.8	48.5	1.231	1.224	59.03	59.27	47.9	48.4
24 INDUSTRIES ⁵	\$.874	\$.871 _r	\$40.28	\$40.21 _r	46.0	46.0	\$1.206	\$1.201 _r	\$56.42	\$56.45 _r	46.8	47.0
Cement.....	\$.743	\$.745	\$30.16	\$30.25	40.6	40.6	\$.864	\$.870	\$34.58	\$35.95	40.0	41.3
Petroleum refining.....	.956	.968	40.50	39.83	42.4	41.2	1.295	1.303	58.79	58.29	45.4	44.7
26 INDUSTRIES ⁵	\$.874	\$.871 _r	\$40.20	\$40.12 _r	45.9	45.9	\$1.205	\$1.200	\$56.28	\$56.31 _r	46.7	46.9
Aircraft.....	\$1.064	\$1.058 _r	\$44.93	\$44.54 _r	42.2	42.1	\$1.243	\$1.243 _r	\$56.71	\$57.05 _r	45.6	45.9 _r
Shipbuilding.....	1.009	1.021	43.93	47.99	43.5	47.0	1.411	1.421	66.06	68.03	46.8	47.9

NOTE: The wage data here given are for cash payments only and do not take into consideration the value of such wage equivalents as reduced or free house rents or other special services rendered by the company to employees. Various forms of wage equivalents are in use in industrial establishments in many localities, but the part which they play as compensation for work performed cannot be taken into account in a study of this character.

¹Based on data collected by the Automobile Manufacturers Association and THE CONFERENCE BOARD.

²Includes wood, metal, and upholstered household and office furniture.

³Based on data collected by the American Iron and Steel Institute and THE CONFERENCE BOARD.

⁴Principally rugs.

⁵Silk and rayon industry not included, as adequate data for unskilled and skilled groups are not available for this industry.

⁶Revised series; data for earlier months available upon request.

^aIndexes of "real" earnings are based upon THE CONFERENCE BOARD's indexes of the cost of living in the United States on prewar budgets.

^pPreliminary.

^rRevised.

^{n.a.}Not available for publication; included in total indexes.

Weekly earnings rose from \$47.58 in November to \$47.59 in December. They exceeded weekly earnings of December, 1942, by 10.7%.

"Real" weekly earnings, or dollar weekly earnings adjusted for changes in living costs, declined 0.4% in December. They have, however, advanced 7.6% since December of last year and 60.5% since 1929.

Hours per week declined from 45.5 in November to 45.3 in December or 0.4%. Although they had risen 1.1 hours, or 2.5%, since December, 1942, they were still 3 hours, or 6.2%, below the average for 1929.

Employment rose 0.2% in December to average 150.1 (1923=100). Since December, 1942, employment gains have amounted to 3.4% and since 1929, 48.6%.

Man hours worked in December were 0.3% less than those in November, 6.0% more than in December of last year, and 39.3% above the 1929 average.

Payrolls disbursed in December averaged 268.4 (1923=100). This represented gains of 0.2% from the November level, 14.5% from the December, 1942, level and 147.6% since 1929.

facturing in 1943 than in any other year. They averaged \$1.014 for each hour of work and the weekly pay envelope contained \$45.92 for 45.1 hours of work. Weekly earnings adjusted for changes in living costs averaged 167.4 (1923=100), or more than in any other year on record.

Total weekly payrolls disbursed by manufacturers in these industries were 256.3 (1923=100), the highest as yet recorded, and plants operated more man hours than ever before.

More persons were employed in manu-

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Cost of Living in January

LIVING costs on a wartime budget for wage earners' families remained unchanged from December to January. THE CONFERENCE BOARD's index at 103.9 (1923=100) was 2.4% above a year earlier and 20.8% more than in January, 1941, the base date of the Little Steel formula. A decline of 0.7% in January food costs

compares with gains of 9.9% in 1942 and 4.3% in 1941. The purchasing value of the 1923 dollar was 96.2 cents in January, which compared with 98.5 cents a year ago.

In the sixty-four industrial cities surveyed by the Board, cost of living declined over the month in forty-six cities, remained

Akron, Baltimore, Denver, Fall River, Kansas City (Missouri), Lewistown, Memphis, New Haven, New York, Philadelphia, Providence, Rochester and Trenton. Yearly increases were noted in all cities for which indexes are compiled.

Revised indexes for Newark and New Orleans are incorporated in this issue. They are not comparable with data previously published, but the complete revisions are available upon request. Indexes for San Francisco and Oakland have been

CHANGES IN THE COST OF LIVING ON A WARTIME BUDGET, JANUARY, 1944

Item	Index Numbers, 1923=100			Percentage Changes	
	January, 1944	December, 1943	January, 1943	December, 1943 to January, 1944	January, 1943 to January, 1944
Food ¹	111.1	111.9	108.8	-0.7	+2.1
Housing ²	90.8	90.8	90.8	0	0
Clothing.....	91.2	91.1	88.6	+0.1	+2.9
Men's.....	100.4	100.2	98.1	+0.2	+2.3
Women's.....	82.0	81.9	79.0	+0.1	+3.8
Fuel and light ³	95.1	94.9	92.1	+0.2	+3.3
Electricity.....	67.2	67.2	67.3	0	-0.1
Gas.....	94.6	94.6	94.9	0	-0.3
Sundries.....	110.5	110.0	106.4	+0.5	+3.9
Weighted average of all items.....	103.9	103.9	101.5	0	+2.4
Purchasing value of dollar.....	96.2	96.2	98.5	0	-2.3

¹Based on food price indexes of THE CONFERENCE BOARD, for January 15, 1943, December 15, 1943, and January 15, 1944.

²Data on rents collected quarterly; January 15; April 15; July 15; and October 15.

³Includes fuel as well as electricity and gas.

COST OF LIVING ON WARTIME BUDGETS IN THE UNITED STATES, AND PURCHASING VALUE OF THE DOLLAR

Index Numbers, 1923=100

Date	Weighted Average of All Items	Food	Housing ²	Clothing			Fuel and Light			Sundries	Purchasing Value of Dollar
				Total	Men's	Women's	Total ¹	Electricity	Gas		
1943 January.....	101.5	108.8	90.8	88.6	98.1	79.0	92.1	67.3	94.9	106.4	98.5
February.....	101.9	110.0	90.8	88.6	98.1	79.0	92.3	67.3	94.9	106.5	98.1
March.....	103.0	112.8	90.8	88.6	98.1	79.0	92.4	67.3	94.9	106.5	97.1
April.....	104.0	115.4	90.8	88.6	98.1	79.0	92.5	67.3	94.9	106.5	96.2
May.....	104.2	115.8	90.8	88.5	98.2	78.7	92.6	67.3	94.9	106.7	96.0
June.....	104.3	115.8	90.8	88.6	98.3	78.9	92.5	67.3	94.9	107.1	95.9
July.....	103.1	112.4	90.8	88.9	98.5	79.3	92.5	67.2	94.6	107.2	97.0
August.....	102.8	111.4	90.8	89.3	99.1	79.5	92.6	67.2	94.6	107.3	97.3
September.....	103.1	112.0	90.8	89.8	99.5	80.1	92.6	67.2	94.6	107.4	97.0
October.....	103.7	112.6	90.8	90.6	99.7	81.4	92.7	67.2	94.6	108.6	96.4
November.....	103.7	112.1	90.8	90.9	100.0	81.7	93.1	67.2	94.6	109.1	96.4
December.....	103.9	111.9	90.8	91.1	100.2	81.9	94.9	67.2	94.6	110.0	96.2
Annual average.....	103.3	112.6	90.8	89.3	98.8	79.8	92.7	67.3	94.8	107.4	96.8
1944 January.....	103.9	111.1	90.8	91.2	100.4	82.0	95.1	67.2	94.6	110.5	96.2

¹Includes fuel as well as electricity and gas.

²Data on housing collected quarterly, January 15, April 15, July 15, and October 15.

marked the third successive month for such decreases and more than offset rises of 0.5% in the sundries items, 0.2% in the fuel and light group, and 0.1% in clothing prices. The over-all advance of 5.6% in the 1943 average index com-

unchanged in four, and rose in fourteen. The largest decline was 1.2% in Syracuse, although there was also a decrease of 1.0% in Spokane. The greatest rise was recorded in Bridgeport and amounted to 0.6%. Other cities to register gains were:

combined and appear this month for the first time as a regional index. Data for earlier months is available upon request.

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COST OF LIVING IN 60 CITIES—WARTIME BUDGETS

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

CITY	Index Numbers Jan., 1939=100			Percentage Changes		CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	Jan. 1944	Dec. 1943	Jan. 1943	Dec. 1943 to Jan. 1944	Jan. 1943 to Jan. 1944		Jan. 1944	Dec. 1943	Jan. 1943	Dec. 1943 to Jan. 1944	Jan. 1943 to Jan. 1944
Akron						Chicago					
Food.....	149.2	148.8 ^r	147.7	+0.3	+1.0	Food.....	136.1	137.2	136.6	-0.8	-0.4
Housing ¹	113.7	113.7	113.7	0	0	Housing ¹	105.8	105.8	105.5	0	+0.3
Clothing.....	123.8	123.8	121.3	0	+2.1	Clothing.....	126.2	126.5	122.5	-0.2	+3.0
Fuel and light.....	110.7	110.7	109.5	0	+1.1	Fuel and light.....	100.6	100.6	100.4	0	+0.2
Housefurnishings.....	118.4	118.4	118.4	0	0	Housefurnishings.....	125.0	124.8	124.7	+0.2	+0.2
Sundries.....	115.9	115.9	109.8	0	+5.6	Sundries.....	109.5	109.5	105.9	0	+3.4
Weighted Total.....	125.8	125.7 ^r	123.3	+0.1	+2.0	Weighted Total.....	119.0	119.4	117.7	-0.3	+1.1
Atlanta						Cincinnati					
Food.....	148.8	149.2	140.1	-0.3	+6.2	Food.....	137.6	139.4	138.1	-1.3	-0.4
Housing ¹	99.2	99.2	99.2	0	0	Housing ¹	100.9	100.9	100.9	0	0
Clothing.....	124.8	124.8	123.7	0	+0.9	Clothing.....	133.6	133.4	128.7	+0.1	+3.8
Fuel and light.....	112.2	112.2	109.4	0	+2.6	Fuel and light.....	105.5	105.2	102.4	+0.3	+3.0
Housefurnishings.....	117.9	117.9	117.1	0	+0.7	Housefurnishings.....	124.5	124.1	124.1	+0.3	+0.3
Sundries.....	113.6	113.6	110.6	0	+2.7	Sundries.....	110.7	110.7	107.8	0	+2.7
Weighted Total.....	123.2	123.3	119.2	-0.1	+3.4	Weighted Total.....	121.1	121.7	119.7	-0.5	+1.2
Baltimore						Cleveland					
Food.....	150.4	149.6	147.0	+0.5	+2.3	Food.....	136.9	139.2	136.1	-1.7	+0.6
Housing ¹	103.2	103.2	103.2	0	0	Housing ¹	109.7	109.7	109.7	0	0
Clothing.....	122.1	122.1	120.5	0	+1.3	Clothing.....	129.5	129.1	126.9	+0.3	+2.0
Fuel and light.....	107.9	107.9	105.0	0	+2.8	Fuel and light.....	104.5	104.5	101.7	0	+2.8
Housefurnishings.....	133.4	136.9	130.6	-2.6	+2.1	Housefurnishings.....	122.0	122.0	118.2	0	+3.2
Sundries.....	118.7	118.7	110.3	0	+7.6	Sundries.....	115.5	115.5	110.9	0	+4.1
Weighted Total.....	127.2	127.0	123.4	+0.2	+3.1	Weighted Total.....	121.9	122.6	119.8	-0.6	+1.8
Birmingham						Dallas					
Food.....	154.0	154.3	144.0	-0.2	+6.9	Food.....	146.7	147.4	141.0	-0.5	+4.0
Housing ¹	105.7	105.7	105.7	0	0	Housing ¹	105.6	105.6	105.6	0	0
Clothing.....	127.5	127.6	124.7	-0.1	+2.2	Clothing.....	124.1	124.1	122.8	0	+1.1
Fuel and light.....	102.7	102.7	98.4	0	+4.4	Fuel and light.....	93.3	93.3	93.3	0	0
Housefurnishings.....	117.8	117.8	117.8	0	0	Housefurnishings.....	128.3	127.9	127.9	+0.3	+0.3
Sundries.....	112.9	112.8	110.7	+0.1	+2.0	Sundries.....	112.7	112.7	110.1	0	+2.4
Weighted Total.....	124.7	124.7	120.5	0	+3.5	Weighted Total.....	122.1	122.3	119.6	-0.2	+2.1
Boston						Dayton					
Food.....	135.3	137.0	133.5	-1.2	+1.3	Food.....	143.6	145.8	138.9	-1.5	+3.4
Housing ¹	103.5	103.5	103.6	0	-0.1	Housing ¹	105.9	105.9	105.1	0	+0.8
Clothing.....	127.0	127.0	125.1	0	+1.5	Clothing.....	122.7	122.6	121.5	+0.1	+1.0
Fuel and light.....	122.4	122.4	120.7	0	+1.4	Fuel and light.....	105.6	105.2	105.0	+0.4	+0.6
Housefurnishings.....	122.5	122.5	122.5	0	0	Housefurnishings.....	127.9	127.9	127.5	0	+0.3
Sundries.....	113.7	113.7	111.8	0	+1.7	Sundries.....	113.1	113.1	107.2	0	+5.5
Weighted Total.....	121.7	122.3	120.2	-0.5	+1.2	Weighted Total.....	122.6	123.2	119.3	-0.5	+2.8
Bridgeport						Denver					
Food.....	140.8	139.2	138.6	+1.1	+1.6	Food.....	148.9	148.8	140.0	+0.1	+6.4
Housing ¹	106.5	106.5	106.9	0	-0.4	Housing ¹	105.6	105.6	105.6	0	0
Clothing.....	127.9	126.0	124.9	+1.5	+2.4	Clothing.....	127.3	127.3	121.6	0	+4.7
Fuel and light.....	119.0	119.0	114.2	0	+4.2	Fuel and light.....	101.2	101.1	97.4	+0.1	+3.9
Housefurnishings.....	126.4	126.4	126.4	0	0	Housefurnishings.....	126.0	124.5	122.4	+1.2	+2.9
Sundries.....	125.5	125.5	115.3	0	+8.8	Sundries.....	117.7	117.1	110.1	+0.5	+6.9
Weighted Total.....	126.5	125.7 ^r	122.6	+0.6	+3.2	Weighted Total.....	125.6	125.3	119.6	+0.2	+5.0
Buffalo						Des Moines					
Food.....	142.3	144.9	141.5	-1.8	+0.6	Food.....	139.1	140.7 ^r	144.5	-1.1	-3.7
Housing ¹	114.3	114.7	114.7	-0.3	-0.3	Housing ¹	105.3	105.3	105.3	0	0
Clothing.....	119.2	119.2	118.0	0	+1.0	Clothing.....	131.4	131.4	126.9	0	+3.5
Fuel and light.....	109.8	109.8	106.1	0	+3.5	Fuel and light.....	120.4	117.2	108.7	+2.7	+10.8
Housefurnishings.....	128.1	128.1	126.1	0	+1.6	Housefurnishings.....	123.8	123.8	123.8	0	0
Sundries.....	109.9	109.9	109.2	0	+0.6	Sundries.....	112.4	112.5	111.0	-0.1	+1.3
Weighted Total.....	122.8	123.7	121.9	-0.7	+0.7	Weighted Total.....	121.6	121.9 ^r	121.3	-0.2	+0.2
Chattanooga						Detroit					
Food.....	155.0	157.6	145.6	-1.6	+6.5	Food.....	148.2	149.2	146.3	-0.7	+1.3
Housing ¹	103.3	103.0	103.7	+0.3	-0.4	Housing ¹	107.0	107.0	107.0	0	0
Clothing.....	119.5	119.5	118.4	0	+0.9	Clothing.....	128.7	128.7	125.3	0	+2.7
Fuel and light.....	93.3	92.2	88.7	+1.2	+5.2	Fuel and light.....	111.4	110.7	106.6	+0.6	+4.5
Housefurnishings.....	121.5	121.5	121.5	0	0	Housefurnishings.....	125.3	125.3	122.1	0	+2.6
Sundries.....	112.7	110.7	107.4	+1.8	+4.9	Sundries.....	120.4	120.2	114.6	+0.2	+5.1
Weighted Total.....	124.3	124.4	119.3	-0.1	+4.2	Weighted Total.....	126.7	126.9	123.9	-0.2	+2.3

¹Rents surveyed quarterly, January 15, April 15, July 15, October 15.
^rRevised.

COST OF LIVING IN 60 CITIES—WARTIME BUDGETS (Continued)

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

CITY	Index Numbers Jan., 1939=100			Percentage Changes		CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	Jan. 1944	Dec. 1943	Jan. 1943	Dec. 1943 to Jan. 1944	Jan. 1943 to Jan. 1944		Jan. 1944	Dec. 1943	Jan. 1943	Dec. 1943 to Jan. 1944	Jan. 1943 to Jan. 1944
Duluth						Indianapolis					
Food.....	140.6	140.5	138.9	+0.1	+1.2	Food.....	143.3	144.8	139.1	-1.0	+3.0
Housing ¹	100.2	100.2	100.1	0	+0.1	Housing ¹	107.9	107.9	107.9	0	0
Clothing.....	130.7	130.7	124.6	0	+4.9	Clothing.....	124.1	123.9	119.9	+0.2	+3.5
Fuel and light.....	106.2	105.9	100.0	+0.3	+6.2	Fuel and light.....	111.1	109.8	103.5	+1.2	+7.3
Housefurnishings.....	138.2	138.4	129.7	-0.1	+6.6	Housefurnishings.....	124.7	124.7	124.7	0	0
Sundries.....	111.0	111.0	109.7	0	+1.2	Sundries.....	116.0	116.1	112.0	-0.1	+3.6
Weighted Total.....	121.7	121.7	119.4	0	+1.9	Weighted Total.....	123.8	124.1	120.3	-0.2	+2.9
Erie, Pa.						Kansas City, Mo.					
Food.....	153.1	154.7 ^r	152.1	-1.0	+0.7	Food.....	135.0	136.5	131.5	-1.1	+2.7
Housing ¹	109.9	109.9	109.9	0	0	Housing ¹	105.2	105.2	105.2	0	0
Clothing.....	135.4	134.8	133.7	+0.4	+1.3	Clothing.....	126.0	125.0	121.7	+0.8	+3.5
Fuel and light.....	112.7	112.7	109.3	0	+3.1	Fuel and light.....	108.7	108.7	108.1	0	+0.6
Housefurnishings.....	130.2	129.9	129.8	+0.2	+0.3	Housefurnishings.....	121.4	122.0	120.9	-0.5	+0.4
Sundries.....	121.3	121.1	118.6	+0.2	+2.3	Sundries.....	120.6	117.1	113.6	+3.0	+6.2
Weighted Total.....	130.2	130.6	128.9	-0.3	+1.0	Weighted Total.....	121.6	121.1	118.1	+0.4	+3.0
Fall River						Lansing					
Food.....	134.9	136.1	138.9	-0.9	-2.9	Food.....	163.5	164.0	156.5	-0.3	+4.5
Housing ¹	104.3	104.3	104.3	0	0	Housing ¹	98.0	98.0	98.0	0	0
Clothing.....	131.3	128.5	118.8	+2.2	+10.5	Clothing.....	129.8	128.7	124.0	+0.9	+4.7
Fuel and light.....	116.3	116.3	115.5	0	+0.7	Fuel and light.....	104.4	104.1	100.6	+0.3	+3.8
Housefurnishings.....	114.3	114.3	114.3	0	0	Housefurnishings.....	134.8	134.1	129.5	+0.5	+4.1
Sundries.....	120.4	118.7	116.0	+1.4	+3.8	Sundries.....	119.7	119.9	115.5	-0.2	+3.6
Weighted Total.....	123.1	122.8	122.0	+0.2	+0.9	Weighted Total.....	128.4	128.4	124.2	0	+3.4
Front Royal, Va.						Los Angeles					
Food.....	160.0	161.0	157.1	-0.6	+1.8	Food.....	149.2	151.1	146.0	-1.3	+2.2
Housing ¹	103.6	103.6	103.6	0	0	Housing ¹	104.6	104.6	104.6	0	0
Clothing.....	128.5	128.5	127.9	0	+0.5	Clothing.....	121.3	121.0	119.0	+0.2	+1.9
Fuel and light.....	111.4	107.5	103.9	+3.6	+7.2	Fuel and light.....	96.2	96.2	96.2	0	0
Housefurnishings.....	135.2	135.2	127.1	0	+6.4	Housefurnishings.....	123.9	123.9	123.8	0	+0.1
Sundries.....	111.3	111.3	108.5	0	+2.6	Sundries.....	113.0	113.0	107.1	0	+5.5
Weighted Total.....	124.9	125.0	122.8	-0.1	+1.7	Weighted Total.....	122.9	123.5	120.1	-0.5	+2.3
Grand Rapids						Louisville					
Food.....	146.7	149.9	143.3	-2.1	+2.4	Food.....	144.7	146.6	138.1	-1.3	+4.8
Housing ¹	106.5	106.5	106.6	0	-0.1	Housing ¹	103.9	103.9	104.5	0	-0.6
Clothing.....	130.9	129.0	121.9	+1.5	+7.4	Clothing.....	121.5	121.3	120.1	+0.2	+1.2
Fuel and light.....	110.5	110.5	108.5	0	+1.8	Fuel and light.....	112.9	112.6	108.0	+0.3	+4.5
Housefurnishings.....	139.1	136.6	132.7	+1.8	+4.8	Housefurnishings.....	127.9	127.9	127.7	0	+0.2
Sundries.....	119.2	119.2	115.8	0	+2.9	Sundries.....	109.4	109.4	107.7	0	+1.6
Weighted Total.....	126.5	127.2	123.4	-0.6	+2.5	Weighted Total.....	123.1	123.7	119.9	-0.5	+2.7
Green Bay, Wis.						Macon					
Food.....	134.4	135.7	125.5	-1.0	+7.1	Food.....	151.0	152.0	142.4	-0.7	+6.0
Housing ¹	100.4	100.4	100.6	0	-0.2	Housing ¹	115.9	115.9	115.9	0	0
Clothing.....	129.2	128.9	125.9	+0.2	+2.6	Clothing.....	124.4	123.2	116.8	+1.0	+6.5
Fuel and light.....	107.3	107.2	102.0	+0.1	+5.2	Fuel and light.....	100.1	100.1	99.3	0	+0.8
Housefurnishings.....	124.4	123.4	123.2	+0.8	+1.0	Housefurnishings.....	137.5	137.5	129.3	0	+6.3
Sundries.....	113.1	113.1	110.6	0	+2.3	Sundries.....	117.2	117.2	115.5	0	+1.5
Weighted Total.....	119.7	120.0	115.4	-0.3	+3.7	Weighted Total.....	128.1	128.3	123.4	-0.2	+3.8
Houston						Meadville, Pa.					
Food.....	143.5	144.0	135.3	-0.3	+6.1	Food.....	145.7	147.7	142.9	-1.4	+2.0
Housing ¹	105.7	105.7	105.7	0	0	Housing ¹	110.8	110.8	110.8	0	0
Clothing.....	126.1	126.1	124.2	0	+1.5	Clothing.....	117.4	118.5	117.1	-0.9	+0.3
Fuel and light.....	90.2	90.2	90.2	0	0	Fuel and light.....	112.1	112.1	107.3	0	+4.5
Housefurnishings.....	118.4	118.4	114.7	0	+3.2	Housefurnishings.....	133.7	134.3	128.7	-0.4	+3.9
Sundries.....	111.4	111.4	109.2	0	+2.0	Sundries.....	121.2	121.3	112.5	-0.1	+7.7
Weighted Total.....	120.5	120.7	117.0	-0.2	+3.0	Weighted Total.....	125.5	126.3	122.0	-0.6	+2.9
Huntington, W. Va.						Memphis					
Food.....	148.9	150.4	141.0	-1.0	+5.6	Food.....	160.8	159.8	149.6	+0.6	+7.5
Housing ¹	111.7	111.7	111.7	0	0	Housing ¹	109.4	109.4	109.4	0	0
Clothing.....	124.7	124.1	118.3	+0.5	+5.4	Clothing.....	130.7	130.8	128.0	-0.1	+2.1
Fuel and light.....	100.0	100.0	100.0	0	0	Fuel and light.....	99.3	99.3	99.9	0	-0.6
Housefurnishings.....	128.2	126.2	124.0	+1.6	+3.4	Housefurnishings.....	128.8	128.8	127.5	0	+1.0
Sundries.....	111.7	111.8	110.9	-0.1	+0.7	Sundries.....	107.5	107.5	105.7	0	+1.7
Weighted Total.....	125.4	125.8	121.6	-0.3	+3.1	Weighted Total.....	126.2	125.9	122.1	+0.2	+3.4

¹Rents surveyed quarterly, January 15, April 15, July 15, October 15.
^rRevised.

COST OF LIVING IN 60 CITIES—WARTIME BUDGETS (Continued)

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

City	Index Numbers Jan., 1939=100			Percentage Changes		City	Index Numbers Jan., 1939=100			Percentage Changes	
	Jan. 1944	Dec. 1943	Jan. 1943	Dec. 1943 to Jan. 1944	Jan. 1943 to Jan. 1944		Jan. 1944	Dec. 1943	Jan. 1943	Dec. 1943 to Jan. 1944	Jan. 1943 to Jan. 1944
Milwaukee						Parkersburg, W. Va.					
Food.....	138.8	139.9	134.4	-0.8	+3.3	Food.....	144.4	147.0	142.2	-1.8	+1.5
Housing ¹	103.4	103.4	103.3	0	+0.1	Housing ¹	104.2	104.2	104.2	0	0
Clothing.....	132.6	132.6	128.0	0	+3.6	Clothing.....	124.1	123.9	123.9	+0.2	+0.2
Fuel and light.....	109.1	108.5	104.0	+0.6	+4.9	Fuel and light.....	94.6	94.6	94.6	0	0
Housefurnishings.....	127.2	126.8	125.1	+0.3	+1.7	Housefurnishings.....	125.9	126.6	124.6	-0.6	+1.0
Sundries.....	114.8	114.6	112.5	+0.2	+2.0	Sundries.....	111.2	111.3	109.3	-0.1	+1.7
Weighted Total.....	121.9	122.1	119.0	-0.2	+2.4	Weighted Total.....	123.4	124.4	122.0	-0.8	+1.1
Minneapolis						Philadelphia					
Food.....	147.5	149.6	140.2	-1.4	+5.2	Food.....	141.7	141.0 ^r	142.0	+0.5	-0.2
Housing ¹	103.7	103.7	103.7	0	0	Housing ¹	102.9	102.9	102.9	0	0
Clothing.....	132.0	131.4	124.9	+0.5	+5.7	Clothing.....	128.4	128.7	122.4	-0.2	+4.9
Fuel and light.....	104.7	104.7	100.0	0	+4.7	Fuel and light.....	109.5	109.5	106.8	0	+2.5
Housefurnishings.....	121.9	121.8	122.2	+0.1	-0.2	Housefurnishings.....	120.7	121.1	121.0	-0.3	-0.2
Sundries.....	114.5	114.6	112.5	-0.1	+1.8	Sundries.....	112.5	112.5	110.5	0	+1.8
Weighted Total.....	124.1	124.8	120.1	-0.6	+3.3	Weighted Total.....	123.4	123.2	122.1	+0.2	+1.1
Muskegon						Pittsburgh					
Food.....	156.4	159.5	156.2	-1.9	+0.1	Food.....	142.0	144.1	140.5	-1.5	+1.1
Housing ¹	115.2	115.2	115.2	0	0	Housing ¹	105.7	105.7	105.7	0	0
Clothing.....	129.5	129.4	122.7	+0.1	+5.5	Clothing.....	127.4	127.4	124.4	0	+2.4
Fuel and light.....	114.6	114.6	110.7	0	+3.5	Fuel and light.....	111.4	111.3	109.8	+0.1	+1.5
Housefurnishings.....	120.6	120.6	118.8	0	+1.5	Housefurnishings.....	118.2	118.2	117.2	0	+0.9
Sundries.....	113.1	113.1	109.6	0	+3.2	Sundries.....	114.5	114.5	111.2	0	+3.0
Weighted Total.....	128.0	129.0	125.8	-0.8	+1.7	Weighted Total.....	123.2	123.9	121.1	-0.6	+1.7
Newark²						Portland, Ore.					
Food.....	144.0	144.4	135.1	-0.3	+6.6	Food.....	144.6	147.2	147.0	-1.8	-1.6
Housing ¹	101.4	101.4	101.4	0	0	Housing ¹	110.0	110.0	110.0	0	0
Clothing.....	124.8	125.0	120.3	-0.2	+3.7	Clothing.....	135.6	136.2	127.4	-0.4	+6.4
Fuel and light ²	106.1	105.1	103.7	+1.0	+2.3	Fuel and light.....	124.7	124.7	124.3	0	+0.3
Housefurnishings.....	131.4	131.2	129.3	+0.2	+1.6	Housefurnishings.....	119.9	119.9	119.0	0	+0.8
Sundries.....	115.1	115.1	109.9	0	+4.7	Sundries.....	112.1	112.1	112.1	0	0
Weighted Total.....	124.2	124.3	118.9	-0.1	+4.5	Weighted Total.....	125.2	126.1	125.1	-0.7	+0.1
New Haven						Providence					
Food.....	134.7	134.5	135.4	+0.1	-0.5	Food.....	140.2	139.2 ^r	136.5	+0.7	+2.7
Housing ¹	105.3	105.3	105.3	0	0	Housing ¹	103.3	103.3	103.3	0	0
Clothing.....	123.6	123.7	120.1	-0.1	+2.9	Clothing.....	130.1	127.3	117.7	+2.2	+10.5
Fuel and light.....	110.9	110.9	109.7	0	+1.1	Fuel and light.....	114.5	114.5	113.6	0	+0.8
Housefurnishings.....	124.4	124.4	124.4	0	0	Housefurnishings.....	126.5	126.5	125.3	0	+1.0
Sundries.....	108.3	108.3	106.9	0	+1.3	Sundries.....	116.8	116.8 ^r	112.0	0	+4.3
Weighted Total.....	118.4	118.3	117.8	+0.1	+0.5	Weighted Total.....	123.1	122.5 ^r	119.3	+0.5	+3.2
New Orleans²						Richmond					
Food.....	149.3	149.4	146.0	-0.1	+2.3	Food.....	155.9	157.1	142.7	-0.8	+9.3
Housing ¹	110.6	110.6	110.6	0	0	Housing ¹	103.1	103.1	102.7	0	+0.4
Clothing.....	131.2	130.5	127.6	+0.5	+2.8	Clothing.....	120.4	120.4	118.6	0	+1.5
Fuel and light ²	88.2	88.1	89.1	+0.1	-1.0	Fuel and light.....	108.1	108.1	103.9	0	+4.0
Housefurnishings.....	123.4	123.4	123.4	0	0	Housefurnishings.....	121.8	121.8	120.5	0	+1.1
Sundries.....	115.5	115.6	113.8	-0.1	+1.5	Sundries.....	108.0	108.1	107.0	-0.1	+0.9
Weighted Total.....	128.2	128.2	126.0	0	+1.7	Weighted Total.....	123.2	123.6	118.4	-0.3	+4.1
New York						Roanoke, Va.					
Food.....	148.7	147.8	143.3	+0.6	+3.8	Food.....	153.1	154.4	146.6	-0.8	+4.4
Housing ¹	100.8	100.8	100.8	0	0	Housing ¹	119.2	119.2	119.2	0	0
Clothing.....	117.4	117.1	113.9	+0.3	+3.1	Clothing.....	117.3	116.2	113.9	+0.9	+3.0
Fuel and light.....	118.1	116.7	111.1	+1.2	+6.3	Fuel and light.....	107.3	107.3	102.2	0	+5.0
Housefurnishings.....	130.5	129.2	127.7	+1.0	+2.2	Housefurnishings.....	121.8	121.9	121.9	-0.1	-0.1
Sundries.....	111.9	111.8	107.2	+0.1	+4.4	Sundries.....	112.4	112.5	112.1	-0.1	+0.3
Weighted Total.....	124.2	123.8	120.4	+0.3	+3.2	Weighted Total.....	126.4	126.7	123.5	-0.2	+2.3
Omaha						Rochester					
Food.....	146.3	148.6	143.6	-1.5	+1.9	Food.....	148.2	147.7	142.8	+0.3	+3.8
Housing ¹	100.6	100.6	100.6	0	0	Housing ¹	103.9	103.9	103.9	0	0
Clothing.....	124.1	124.1	120.8	0	+2.7	Clothing.....	130.0	129.7	127.8	+0.2	+1.7
Fuel and light.....	106.8	106.5	104.1	+0.3	+2.6	Fuel and light.....	113.4	113.4	112.2	0	+1.1
Housefurnishings.....	138.6	138.6	130.7	0	+6.0	Housefurnishings.....	135.7	136.1	136.1	-0.3	-0.3
Sundries.....	113.6	113.5	111.9	+0.1	+1.5	Sundries.....	124.8	124.8	121.8	0	+2.5
Weighted Total.....	122.6	123.3	120.4	-0.6	+1.8	Weighted Total.....	127.1	126.9	124.5	+0.2	+2.1

¹Rents surveyed quarterly, January 15, April 15, July 15, October 15.

²Revised data, not comparable with indexes previously published. Data for earlier months available upon request.

^rRevised.

COST OF LIVING IN 60 CITIES—WARTIME BUDGETS (Continued)

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

CITY	Index Numbers Jan., 1939=100			Percentage Changes		CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	Jan. 1944	Dec. 1943	Jan. 1943	Dec. 1943 to Jan. 1944	Jan. 1943 to Jan. 1944		Jan. 1944	Dec. 1943	Jan. 1943	Dec. 1943 to Jan. 1944	Jan. 1943 to Jan. 1944
Rockford, Ill.						Spokane					
Food.....	142.9	143.7	142.4	-0.6	+0.4	Food.....	143.0	146.6	141.2	-2.5	+1.3
Housing ¹	138.0	138.0	138.0	0	0	Housing ¹	102.0	102.0	102.0	0	0
Clothing.....	124.4	124.0	120.7	+0.3	+3.1	Clothing.....	123.1	123.1	121.6	0	+1.2
Fuel and light.....	112.6	112.2	111.3	+0.4	+1.2	Fuel and light.....	133.8	133.7	131.4	+0.1	+1.8
Housefurnishings.....	131.4	131.3	131.3	+0.1	+0.1	Housefurnishings.....	133.0	133.0	132.3	0	+0.5
Sundries.....	112.6	112.6	112.4	0	+0.2	Sundries.....	113.5	113.6	109.7	-0.1	+3.5
Weighted Total.....	129.0	129.2	128.2	-0.2	+0.6	Weighted Total.....	125.0	126.2	122.9	-1.0	+1.7
Sacramento						Syracuse					
Food.....	147.7	151.0	147.9	-2.2	-0.1	Food.....	142.2	147.4	143.7	-3.5	-1.0
Housing ¹	104.1	104.1	104.1	0	0	Housing ¹	116.2	116.2	116.2	0	0
Clothing.....	131.8	129.4	122.4	+1.9	+7.7	Clothing.....	130.1	130.1	126.3	0	+3.0
Fuel and light.....	80.8	80.8	84.7	0	-4.6	Fuel and light.....	113.9	112.2	109.1	+1.5	+4.4
Housefurnishings.....	142.9	141.0	131.9	+1.3	+8.3	Housefurnishings.....	131.2	131.2	127.4	0	+3.0
Sundries.....	117.0	117.0	110.2	0	+6.2	Sundries.....	113.3	113.3	110.9	0	+2.2
Weighted Total.....	125.1	125.8	121.9	-0.6	+2.6	Weighted Total.....	124.7	126.2	123.7	-1.2	+0.8
St. Louis						Toledo					
Food.....	148.7	149.6	142.0	-0.6	+4.7	Food.....	141.3	142.0	138.7	-0.5	+1.9
Housing ¹	106.0	106.0	106.0	0	0	Housing ¹	109.0	109.4	109.1	-0.4	-0.1
Clothing.....	124.9	124.9	122.9	0	+1.6	Clothing.....	124.2	124.3	122.8	-0.1	+1.1
Fuel and light.....	113.7	112.0	108.6	+1.5	+4.7	Fuel and light.....	107.5	106.8	105.4	+0.7	+2.0
Housefurnishings.....	118.5	118.1	118.0	+0.3	+0.4	Housefurnishings.....	123.3	123.0	121.9	+0.2	+1.1
Sundries.....	109.4	109.4	107.3	0	+2.0	Sundries.....	114.6	114.5	110.8	+0.1	+3.4
Weighted Total.....	124.3	124.5	120.8	-0.2	+2.9	Weighted Total.....	122.4	122.6	120.7	-0.2	+1.4
St. Paul						Wausau, Wis.					
Food.....	142.5	146.0	137.9	-2.4	+3.3	Food.....	150.5	152.1	148.2	-1.1	+1.6
Housing ¹	100.9	100.9	100.9	0	0	Housing ¹	102.7	102.7	102.7	0	0
Clothing.....	122.1	121.8	120.0	+0.2	+1.8	Clothing.....	129.8	129.8	125.0	0	+3.8
Fuel and light.....	105.8	105.2	101.2	+0.6	+4.5	Fuel and light.....	108.6	107.5	103.3	+1.0	+5.1
Housefurnishings.....	126.4	126.4	125.6	0	+0.6	Housefurnishings.....	126.0	125.2	123.6	+0.6	+1.9
Sundries.....	114.9	114.9	112.2	0	+2.4	Sundries.....	110.1	110.2	108.5	-0.1	+1.5
Weighted Total.....	121.5	122.5	118.6	-0.8	+2.4	Weighted Total.....	123.6	124.0	121.2	-0.3	+2.0
San Francisco-Oakland						Wilmington, Del.					
Food.....	147.6	149.2	146.7	-1.1	+0.6	Food.....	143.1	145.0	141.3	-1.3	+1.3
Housing ¹	100.9	100.9	100.9	0	0	Housing ¹	104.6	104.6	104.0	0	+0.6
Clothing.....	129.3	128.7	122.1	+0.5	+5.9	Clothing.....	129.7	130.6	124.9	-0.7	+3.8
Fuel and light.....	89.2	89.1	90.6	+0.1	-1.5	Fuel and light.....	105.5	104.6	103.4	+0.9	+2.0
Housefurnishings.....	119.2	120.7	119.3	-1.2	-0.1	Housefurnishings.....	120.7	120.7	115.4	0	+4.6
Sundries.....	113.4	113.4	109.8	0	+3.8	Sundries.....	111.7	112.0	109.0	-0.3	+2.5
Weighted Total.....	123.6	124.2	121.5	-0.5	+1.7	Weighted Total.....	123.8	124.6	121.4	-0.6	+2.0
Seattle						Youngstown					
Food.....	151.5	153.3	151.5	-1.2	0	Food.....	150.5	153.7	145.2	-2.1	+3.7
Housing ¹	114.3	114.3	114.3	0	0	Housing ¹	105.6	105.6	105.4	0	+0.2
Clothing.....	121.2	121.4	118.7	-0.2	+2.1	Clothing.....	131.3	130.7	125.6	+0.5	+4.5
Fuel and light.....	115.7	114.4	110.1	+1.1	+5.1	Fuel and light.....	107.0	107.0	103.5	0	+3.4
Housefurnishings.....	120.3	120.3	119.8	0	+0.4	Housefurnishings.....	134.6	134.6	131.8	0	+2.1
Sundries.....	110.8	110.8	108.3	0	+2.3	Sundries.....	110.5	110.5	107.4	0	+2.9
Weighted Total.....	126.2	126.7	124.8	-0.4	+1.1	Weighted Total.....	125.3	126.2	121.7	-0.7	+3.0

¹Rents surveyed quarterly, January 15, April 15, July 15, October 15.

²Revised.

PERCENTAGE CHANGES, COST OF LIVING IN 4 CITIES—WARTIME BUDGETS

CITY	Dec. 1943 to Jan. 1944	Jan. 1943 to Jan. 1944	CITY	Dec. 1943 to Jan. 1944	Jan. 1943 to Jan. 1944	CITY	Dec. 1943 to Jan. 1944	Jan. 1943 to Jan. 1944	CITY	Dec. 1943 to Jan. 1944	Jan. 1943 to Jan. 1944
Evansville, Ind.			Joliet, Ill.¹			Lewistown, Pa.			Trenton, N. J.		
Food.....	-1.9	+4.5	Food.....	-1.3	+0.5	Food.....	-0.4	+5.3	Food.....	+0.6	+1.9
Housing.....	0	0	Housing.....	0	0	Housing.....	0	0	Housing.....	0	0
Clothing.....	+0.6	+2.5	Clothing.....	0	+0.1	Clothing.....	+2.0	+6.5	Clothing.....	-1.0	+4.6
Fuel and light.....	0	+4.5	Fuel and light.....	+0.2	+2.5	Fuel and light.....	+1.3	+7.3	Fuel and light.....	0	+2.8
H'sefurnishings.....	0	+3.5	H'sefurnishings.....	-1.6	+3.8	H'sefurnishings.....	0	+0.1	H'sefurnishings.....	+0.2	+0.7
Sundries.....	0	+0.8	Sundries.....	0	+3.1	Sundries.....	0	+1.6	Sundries.....	0	+1.4
W'ghted Total.....	-0.6	+2.7	W'ghted Total.....	-0.5	+1.4	W'ghted Total.....	+0.2	+4.0	W'ghted Total.....	+0.2	+1.9

¹Includes Lockport and Rockdale.

COST OF LIVING IN 60 CITIES—PREWAR BUDGETS

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

	Weighted Total		Food		Housing ²		Clothing		Fuel-Light		House Furnishings		Sundries	
	Jan. 1944	Dec. 1943	Jan. 1944	Dec. 1943	Jan. 1944	Dec. 1943	Jan. 1944	Dec. 1943	Jan. 1944	Dec. 1943	Jan. 1944	Dec. 1943	Jan. 1944	Dec. 1943
United States ¹	103.9	103.9	111.5	111.8	90.8	90.8	91.2	91.1	95.6	95.3	a	a	110.7	110.4
Akron.....	127.5	127.2 _r	150.4	149.5 _r	113.7	113.7	123.8	123.8	110.7	110.7	118.4	118.4	120.1	119.8
Atlanta.....	123.3	123.2	147.6	147.6	99.2	99.2	124.8	124.8	112.2	112.2	117.7	117.7	115.7	115.5
Baltimore.....	127.3	127.0	148.2	147.0	103.2	103.2	122.1	122.1	107.9	107.9	132.8	132.8	122.3	122.1
Birmingham.....	125.7	125.7	152.9	153.2	105.7	105.7	127.5	127.5	103.3	103.3	117.8	117.8	116.2	115.9
Boston.....	122.0	122.4	135.5	136.7	103.5	103.5	127.0	127.0	122.4	122.4	122.5	122.5	114.4	114.3
Bridgeport.....	126.9	126.1	140.8	139.0	106.5	106.5	127.9	126.0	118.9	118.9	126.4	126.4	127.0	126.8
Buffalo.....	123.4	124.1	142.9	145.0	114.3 _r	114.7	119.2	119.2	109.9	109.9	127.6	127.6	111.9	111.7
Chattanooga.....	125.4	125.4	157.0	159.2	103.3 _r	103.0	119.5	119.5	93.3	92.2	121.5	121.5	115.3	113.5
Chicago.....	118.8	119.1	136.2	137.3	105.8	105.8	126.2	126.5	100.8	100.8	124.9	124.8	108.8	108.7
Cincinnati.....	122.1	122.4	137.8	139.1	100.9	100.9	133.6	133.4	105.5	105.2	124.4	124.1	114.6	114.4
Cleveland.....	122.8	123.3	136.5	138.5	109.7	109.7	129.5	129.1	104.5	104.5	122.0	122.0	118.7	118.4
Dallas.....	123.2	123.2	145.8	146.6	105.6	105.6	124.1	124.1	93.3	93.3	123.2	127.9	118.3	117.9
Dayton.....	123.6	124.1	143.8	145.8	105.9	105.9	122.7	122.6	105.6	105.2	127.8	127.8	116.8	116.6
Denver.....	126.0	125.8	147.1	147.6	105.6	105.6	127.3	127.3	101.5	101.4	124.8	123.8	121.2	120.5
Des Moines.....	123.1	123.1 _r	138.8	140.1 _r	105.3	105.3	131.4	131.4	120.4	120.4	123.8	123.8	117.3	117.0
Detroit.....	127.4	127.4	147.7	148.2	107.0	107.0	128.7	128.7	111.4	110.7	124.4	124.4	124.1	123.7
Duluth.....	123.0	122.9	140.7	140.6	100.2	100.2	130.7	130.7	106.2	105.9	135.8	135.9	115.8	115.5
Erie, Pa.....	131.2	131.4	154.1	155.3	109.9	109.9	135.4	134.8	112.7	112.7	130.1	129.9	124.0	123.5
Fall River.....	123.6	123.3	134.8	136.0	104.3	104.3	131.3	128.5	116.1	116.1	114.3	114.3	122.3	120.7
Front Royal, Va.....	126.2	126.1	160.1	160.9	103.6	103.6	128.5	128.5	111.4	107.4	132.3	132.3	115.4	115.2
Grand Rapids.....	128.1	128.5	147.4	150.2	106.5	106.5	130.9	129.0	110.5	110.5	137.9	136.1	123.8	123.5
Green Bay, Wis.....	120.6	120.6	134.1	134.9	100.4	100.4	129.2	128.9	107.3	107.2	124.0	123.4	117.6	117.3
Houston.....	121.9	122.1	143.3	144.3	105.7	105.7	126.1	126.1	90.2	90.2	116.6	116.6	116.9	116.6
Huntington, W. Va.....	126.3	126.5	148.5	149.9	111.7	111.7	124.7	124.1	100.0	100.0	128.2	126.2	115.7	115.6 _r
Indianapolis.....	125.3	125.6	143.9	145.8	107.9	107.9	124.1	123.9	111.1	109.8	124.7	124.7	121.0	120.7
Kansas City, Mo.....	122.8	122.2	134.2	136.0	105.2	105.2	126.0	125.0	108.7	108.7	121.2	121.7	123.5	120.5
Lansing.....	129.4	129.6	163.7	165.0	98.0	98.0	129.8	128.7	104.4	104.1	132.9	132.5	124.4	124.2
Los Angeles.....	123.3	123.6	149.4	150.9	104.6	104.6	121.3	121.0	96.2	96.2	123.9	123.9	113.7	113.4
Louisville.....	123.8	124.3	144.7	146.5	103.9	103.9	121.5	121.3	112.9	112.6	127.9	127.9	112.7	112.5
Macon.....	130.0	130.0	150.2	150.9	115.9	115.9	124.4	123.2	100.1	100.1	133.8	133.8	123.6	123.4
Meadville, Pa.....	125.8	126.5	145.5	147.5	110.8	110.8	117.4	118.5	112.1	112.1	132.6	133.0	122.3	122.2
Memphis.....	126.9	126.5	159.2	158.2	109.4	109.4	130.7	130.8	99.3	99.3	128.6	128.6	112.2	111.9
Milwaukee.....	123.0	123.1	139.3	140.1	103.4	103.4	132.6	132.6	109.1	108.5	126.7	126.5	119.1	118.7
Minneapolis.....	125.2	125.6	147.8	149.5	103.7	103.7	132.0	131.4	104.7	104.7	122.0	121.9	119.4	119.2
Muskegon, Mich.....	129.4	130.0	157.4	160.1	115.2	115.2	129.5	129.4	114.6	114.6	120.2	120.2	117.3	117.1
Newark ³	125.2	124.6 _r	145.2	144.0 _r	101.4	101.4	124.8	125.0	106.1	105.1 _r	130.6	130.5	117.7	117.5 _r
New Haven.....	119.2	119.0	135.3	134.8	105.3	105.3	123.6	123.7	111.0	111.0	124.4	124.4	110.2	110.2
New Orleans ³	127.8	127.9 _r	147.9	148.3 _r	110.6	110.6	131.2	130.5 _r	88.2	88.1 _r	123.4	123.4 _r	117.1	117.1 _r
New York.....	123.8	123.1	147.8	146.3	100.8	100.8	117.4	118.1	116.7	116.7	130.0	129.0	111.8	111.7
Omaha.....	123.9	124.2	145.9	147.5	100.6	100.6	124.1	124.1	106.8	106.4	136.2	136.2	119.2	118.7
Parkersburg, W. Va.....	124.4	125.2	144.6	147.0	104.2	104.2	124.1	123.9	94.6	94.6	125.9	126.6	114.5	114.3
Philadelphia.....	123.7	123.4	140.8	140.0	102.9	102.9	128.4	128.7	109.5	109.5	120.9	121.1	115.3	115.1
Pittsburgh.....	123.5	124.0	140.6	142.4	105.7	105.7	127.4	127.4	111.4	111.3	117.9	117.9	117.5	117.3
Portland, Ore.....	125.9	126.5	143.8	145.7	110.0	110.0	135.6	136.2	124.9	124.9	119.8	119.8	114.9	114.8
Providence.....	123.7	123.1	140.7	139.4 _r	103.3	103.3	130.1	127.3	114.7	114.7	126.2	126.2	118.8	118.8 _r
Richmond.....	123.0	123.1	156.9	157.5	103.1	103.1	120.4	120.4	108.1	108.1	121.2	121.2	106.6	106.5
Roanoke, Va.....	126.7	126.8	153.4	154.5	119.2	119.2	117.3	116.2	107.3	107.3	121.9	121.9	113.7	113.5
Rochester.....	127.2	127.0	148.1	147.5	103.9	103.9	130.0	129.7	113.4	113.4	135.7	136.1	125.2	125.0
Rockford, Ill.....	130.4	130.5	143.5	144.2	138.0	138.0	124.4	124.0	113.1	112.8	131.3	131.3	118.1	117.8
Sacramento.....	125.2	125.7	146.5	149.5	104.1	104.1	131.8	129.4	80.8	80.8	142.8	140.9	119.1	118.9
St. Louis.....	125.0	125.1	148.0	149.0	106.0	106.0	124.9	124.9	114.0	112.3	118.3	118.0	113.5	113.3
St. Paul.....	122.2	123.1	141.9	145.1	100.9	100.9	122.1	121.8	105.6	105.1	126.2	126.2	119.2	119.0
San Francisco-Oakland	124.2	124.6	146.7	148.2	100.9	100.9	129.3	128.7	89.2	89.1	119.5	120.7	116.7	116.5
Seattle.....	126.1	126.6	150.1	151.8	114.3	114.3	121.2	121.4	115.7	114.4	120.2	120.1	112.6	112.4
Spokane.....	125.2	126.1	141.6	144.7	102.0	102.0	123.1	123.1	133.5	133.7	132.7	132.7	116.1	116.1
Syracuse.....	125.9	127.2	142.5	147.6	116.2	116.2	130.1	130.1	113.9	112.2	130.0	130.0	117.2	117.0
Toledo.....	123.9	124.0	141.8	142.3	109.0	109.4	124.2	124.3	107.5	106.8	123.0	122.7	118.3	118.0
Wausau, Wis.....	124.6	124.7	150.7	151.9	102.7	102.7	129.8	129.8	108.6	107.5	125.7	125.2	114.7	114.5
Wilmington, Del.....	124.6	125.4	142.6	144.5	104.6	104.6	129.7	130.6	105.5	104.6	120.5	120.5	115.2	115.4
Youngstown.....	126.0	126.8	150.7	153.7	105.6	105.6	131.3	130.7	107.0	107.0	133.6	133.6	113.4	113.3

PERCENTAGE CHANGES IN COST OF LIVING IN 4 CITIES, PREWAR BUDGETS

	Dec. 1943 to Jan. 1944	Jan. 1943 to Jan. 1944	Dec. 1943 to Jan. 1944	Jan. 1943 to Jan. 1944	Dec. 1943 to Jan. 1944	Jan. 1943 to Jan. 1944	Dec. 1943 to Jan. 1944	Jan. 1943 to Jan. 1944	Dec. 1943 to Jan. 1944	Jan. 1943 to Jan. 1944	Dec. 1943 to Jan. 1944	Jan. 1943 to Jan. 1944	Dec. 1943 to Jan. 1944	Jan. 1943 to Jan. 1944
	Jan. 1944	Jan. 1944	Jan. 1944	Jan. 1944	Jan. 1944	Jan. 1944	Jan. 1944	Jan. 1944	Jan. 1944	Jan. 1944	Jan. 1944	Jan. 1944	Jan. 1944	Jan. 1944
Evansville, Ind.....	-0.4	+3.8	-1.7	+5.6	0	0	+0.6	+2.5	0	+4.5	0	+3.4	+0.3	+3.9
Joliet, Ill. ⁴	-0.3	+2.3	-1.1	+0.9	0	0	0	+0.1	+0.2	+2.5	-1.2	+2.8	+0.2	+5.1
Lewistown, Pa.....	+0.2	+3.9	-0.4	+4.9	0	0	+2.0	+6.5	+1.3	+7.3	0	+0.1	+0.2	+2.4
Trenton, N. J.....	+0.4	+1.7	+0.6	+0.4	0	0	-0.1	+4.6	0	+2.8	+0.2	+0.6	+0.4	+3.0

¹1923=100. ²Data on rents are collected quarterly (January 15; April 15; July 15; and October 15). ³Revised data, not comparable with indexes previously published. ⁴Includes Lockport and Rockdale. ⁵Included in Sundries. ⁶Revised.

Strikes and Turnover Rates

A TOTAL of 3,750 strikes involving 3,300,000 workers resulted in the loss of 13,500,000 man days in 1943, according to preliminary estimates of the Department of Labor. The four coal stoppages last year accounted for 8,500,000, or 63%, of the man days lost.

The largest number of strikers involved in a dispute during January, 1944, was 17,000 at the Cramp Shipbuilding Company in Philadelphia. The controversy started on December 13, when the company ordered thirty-eight painters to use spray guns instead of brushes in order to rush the delivery of the cruiser Miami. The men continued working with brushes at \$1.20 an hour instead of with spray guns at \$1.31 an hour, it was reported,

since they were seeking \$1.80 an hour for that type of work. On December 28, the day the ship was completed, the company ordered the men to begin using spray guns on January 3. On that day these same painters again refused and were dismissed, along with four others who had joined them. This was followed on January 5, 1944, by 218 painters' stopping work, and the next day a complete halt was called by all 17,000 employees. The strikers were members of the Industrial Union of Marine and Shipbuilding Workers (CIO). Work was finally resumed on January 9. In handling this case, the War Labor Board Shipbuilding Commission ruled that the shipbuilders must forfeit one month's retroactive pay on any wage

increase they may receive when the dispute is ultimately settled.

Both the total separation rate and the total accession rate in manufacturing industries declined in November, 1943, according to preliminary estimates released by the United States Bureau of Labor Statistics. Separations, however, continued to be slightly less than accessions.

The total separation rate was 6.29 per 100 employees, the lowest since April, 1942, when the rate was 6.12. It was 10.4% lower than in October and 11.3% below November, 1942. It was, however, 33.5% higher than in December, 1941. Except for lay-offs, all components of the rate declined. The quit rate was 4.40—15.2% less than in October, but 4.5% greater than in November, 1942. An increase of 151.4% has occurred in the

STRIKES, TURNOVER RATES AND PRODUCTION

Date	All Occupations			Production ¹ (1935-1939 = 100)	Manufacturing					
	Strikes ¹		Man Days Idle During Period (Thousand)		Turnover Rate per 100 Employees ¹					Accessions ¹
	Beginning in Period				Separations ¹					
	Number	Workers Involved (Thousand)			Total	Quits ⁴	Miscella- neous ⁴	Discharges ⁵	Lay-offs ⁵	
1929.....	921	289	5,352	110	75.23 _a	41.01 _a		9.04 _a	25.17 _a	67.61 _a
1930.....	637	183	3,317	90	59.65	18.64		5.04	35.97	37.02
1931.....	810	342	6,893	74	48.38	11.39		2.72	34.27	36.59
1932.....	841	324	10,502	57	51.98	8.34		1.96	41.68	39.82
1933.....	1,695	1,168	16,872	68	45.38	10.66		2.49	32.23	65.20
1934.....	1,856	1,467	19,592	74	49.17	10.67		2.24	36.26	56.91
1935.....	2,014	1,117	15,456	87	42.74	10.37		2.29	30.08	50.05
1936.....	2,172	789	13,902	104	40.35	13.02		2.63	24.70	52.16
1937.....	4,740	1,861	28,425	113	53.11	14.97		2.38	35.76	42.59
1938.....	2,772	688	9,148	87	49.22	7.46		1.29	40.47	46.16
1939.....	2,613	1,171	17,812	109	37.71	9.52		1.52	26.67	48.85
1940.....	2,508	577	6,701	126	40.27	10.93	1.61	1.84	25.89	52.72
1941.....	4,288	2,363	23,048	168	46.68	23.63	4.15	3.04	15.86	64.51
1942.....	2,968	840	4,188	212	77.66	45.09	15.04	4.66	12.87	91.62
1943.....	p3,750	p3,300	p13,500	p258	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
1942 October.....	207	62	244	233	7.91	4.65	2.03	.45	.78	8.69
November.....	144	52	128	236	7.09	4.21	1.80	.43	.65	8.14
December.....	147	59	193	239	6.37	3.71	1.50	.46	.70	6.92
1943 January ⁸	195	90	450	242	7.11	4.45	1.40	.52	.74	8.28
February.....	210	42	140	247	7.04	4.65	1.35	.50	.54	7.87
March.....	260	72	230	251	7.69	5.36	1.24	.57	.52	8.32
April.....	395	225	675	255	7.54	5.41	.96	.53	.64	7.43
May.....	395	650	1,500	258	6.57	4.81	.76	.55	.45	7.18
June.....	425	975	4,750	259	7.07	5.20	.76	.61	.50	8.40
July.....	375	118	690	260	7.56	5.61	.77	.68	.50	7.83
August.....	335	105	355	263	r8.18	r6.30	r .75	r .67	.46	r7.62
September.....	245	67	195	267	8.16	6.29	.72	.62	.53	7.73
October.....	290	215	975	269	r7.02	r5.19	.68	r .64	r .51	r7.17
November.....	300	500	2,825	268	p6.29	p4.40	p .58	p .61	p .70	p6.51
December.....	p325	p241	p715	p263	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.

NOTE: For back figures, see *The Conference Board Management Record*, September, 1943, p. 386.

¹United States Bureau of Labor Statistics.

²Federal Reserve annual production data are averages of monthly figures.

³A separation is a termination of employment of any of the following kinds: quit, lay-off, discharge, or miscellaneous. Transfers from one plant to another of the same company are not considered as accessions or separations.

⁴A quit is a termination of employment, generally initiated by the worker because of his desire to leave, but sometimes due to his physical incapacity. Beginning with January, 1940, separate rates were computed for miscellaneous separations; i. e., separations due to death, permanent disability, retirements on pensions, and similar reasons. Beginning with September, 1940, workers leaving to enter the Army or Navy were included in miscellaneous separations.

⁵A discharge is a termination of employment at the will of the employer, with prejudice to the worker because of some fault on the part of the worker.

⁶A lay-off is a termination of employment at the will of the employer, without prejudice to the worker and of a temporary, indeterminate, or permanent nature. However, a short, definite lay-off with the name of the worker remaining on the payroll is not counted as a separation.

⁷An accession is the hiring of a new employee or the rehiring of an old employee. Transfers from one plant to another of the same company are not considered as accessions or separations.

⁸Data on turnover rates since January, 1943, are not strictly comparable with previously released data. The rates now refer to all employees rather than wage earners only.

a June to December.

p Preliminary.

n.a. Not available.

r Revised

LABOR DISPUTES ORIGINATING IN JANUARY, 1944¹

Organization Affected	Location	Date Begun	Date Ended	Number of Workers Affected	
Manufacturing, Building, and Mining					
Allegheny Ludlum Steel Corporation ²	West Leechburg, Pa.	1/14	..	63	
American Locomotive Company	Schenectady, N. Y.	6	..	200	
American Steel & Wire Company	Donora, Pa.	3	..	1,100a	
Angeles Foundry	Port Angeles, Wash.	7	..	n.a.	
Bison Casting, Inc.	Buffalo, N. Y.	18	..	350	
Campbell, Wyant & Cannon Foundry Company	Muskegon, Mich.	3	1/5	3,400	
Carnegie-Illinois Steel Corporation ³	Clairton, Pa.	10	17	306b	
Chrysler Corporation					
DeSoto Warren plant	Detroit, Mich.	7	7	1,600	
Dodge Mound Road truck plant	Detroit, Mich.	11	12	2,500c	
DeSoto Wyoming plant	Detroit, Mich.	13	20	215	
DeSoto Warren plant	Detroit, Mich.	16	20	125	
Dodge Mound Road truck plant	Detroit, Mich.	17	20	90	
Dodge main plant	Detroit, Mich.	17	20	500	
Detroit tank arsenal	Detroit, Mich.	18	20	91	
Highland Park plant	Detroit, Mich.	19	20	75	
Packaging plant	Detroit, Mich.	19	20	20	
McKinstry Avenue service plant	Detroit, Mich.	19	20	11	
Dodge main plant ⁴	Detroit, Mich.	22	23	500	
Detroit tank arsenal	Detroit, Mich.	26	..	700	
Clayton & Lambert Manufacturing Company	Detroit, Mich.	12	12	800	
Copperweld Steel Company	Glassport, Pa.	5	..	17	
Cramp Shipbuilding Company	Philadelphia, Pa.	6	9	17,000	
Dresser Manufacturing Company	Bradford, Pa.	6	..	725	
Federal Shipbuilding & Dry Dock Company	Port Newark, N. J.	18	20	200	
Ford Motor Company					
Willow Run plant ⁵	Detroit, Mich.	19	..	35	
River Rouge plant ⁵	Detroit, Mich.	19	..	1,150d	
Highland Park plant	Detroit, Mich.	28	..	5,600	
Fort Pitt Steel Castings Company	McKeesport, Pa.	10	..	1,300e	
Foundry Workers ⁶	Oregon and Washington	18	21	6,000f	
Gray Marine Motors Diesel plant ⁷	Detroit, Mich.	4	..	100	
International Shoe Company	Washington, Mo.	19	..	1,000g	
Kirsten Pipe Company ⁸	Seattle, Wash.	7	..	n.a.	
McQuay-Norris Manufacturing Company ⁹	St. Louis, Mo.	8	24	2,500h	
Mather Collieries	Mather, Pa.	3	5	i	
National Enameling & Stamping Company	Granite City, Ill.	14	..	800	
Pittsburgh Coal Company ¹⁰	Pricedale, Pa.	3	5	i	
Pressed Steel Car Company	McKees Rocks, Pa.	14	17	139	
Robertshaw Thermostat Company	Pennsylvania ¹¹	4	9	2,400	
Robertshaw Thermostat Company	Pennsylvania ¹¹	14	17	350	
Roebing's (John A.) Sons Co.	Trenton, N. J.	19	23	2,700	
St. Ellen Coal Mine	O'Fallon, Ill.	18	..	200	
Standard Tube Company	Detroit, Mich.	28	..	290	
Sumner Iron Works ¹²	Everett, Wash.	7	..	n.a.	
Tide Water Associated Oil Company	Bayonne, N. J.	19	20	1,000	
Weirton Coal Company ¹³	Wayne County, Pa.	19	20	300	
Winchester Tannery Company	Winchester, N. H.	12	..	650	
Miscellaneous					
Castanea Dairy Company ¹⁴	Trenton, N. J.	14	17	140	
City employees ¹⁵	Philadelphia, Pa.	6	22	2,300	
Garbage collectors ¹⁶	Pittsburgh, Pa.	14	..	290	
Lang News Company ¹⁷	New York, N. Y.	7	..	14	
Maintenance workers ¹⁸	Minneapolis, Minn.	14	..	500j	
Muskegon Heights Dairy	Muskegon, Mich.	21	..	8	
Packing house butchers ¹⁹	St. Louis, Mo.	13	..	50	
Philadelphia Company ²⁰	Philadelphia, Pa.	3	17	350	
Plumbers	McKeesport, Pa.	12	17	17	
Pressmen ²¹	Rochester, N. Y.	30	..	k	
State CIO Council ²²	Detroit, Mich.	18	18	n.a.	
Truckdrivers, dockmen, and deliverymen ²³	Joplin, Mo.	3	..	n.a.	
Typographical workers ²⁴	Newark, N. J.	7	..	350l	

¹Incomplete report based on available information published in the press.²Employees in the continuous annealing department.³Irvin Works.⁴Gyro compass division.⁵Included metallurgists, chemists, and physicists.⁶Eighty foundries were affected.⁷Assemblers.⁸Foundry workers.⁹Two plants were affected.¹⁰Somers mine.¹¹Plants in Scottsdale and Youngwood were affected.¹²Foundry workers.¹³Isabella mine.¹⁴Subsidiary of the Borden Company.¹⁵Employees in the city street cleaning, rubbish collection, highway, and water departments.¹⁶98 drivers and 192 helpers were involved.¹⁷Newspaper deliverers.¹⁸Laborers, maids, janitors, scrubwomen, and groundkeepers at the University of Minnesota.¹⁹Four large packing houses as well as several smaller ones were affected by the strike.²⁰Sit-down strike by meter readers and accounting department employees.²¹Affected publication of the *Sunday Democrat and Chronicle*.²²Staff workers.²³Truckloads of war freight between St. Louis and southwestern Army camps and war plants were affected.²⁴Affected publication of the *Newark Evening News*.

aStrike of 400 open hearth workers forced shutdown of the plant blooming mill, causing 1,100 workers to be idle.

b48 scarfers who conducted a week-long strike forced 258 other workers into idleness for 2 days.

c1,550 employees were sent home because of a wildcat strike of 950.

d500 employees were sent home because of a strike of 650 technicians.

e1,300 steelworkers were idle as a result of a strike of welders.

fAmong the plants affected were: Pacific Car & Foundry Company with 2,500 employees idle; Webster-Brinkley Company with 600 employees idle; and the Doran Company with 300 employees idle.

gRefusal of 35 employees to work on heavy Army shoes caused plant of 1,000 to shut down.

h1,400 workers were on strike at the Marconi Avenue plant and 1,100 at the Market Street plant.

iA total of 1,100 miners were on strike at the Mather Collieries and the Pittsburgh Coal Company.

jClasses for 6,175 civilian students were discontinued.

kOn January 30, only 22,000 copies of the paper's 135,000 circulation were printed.

lPrinter's slowdown caused shutdown forcing 350 workers to be idle.

n.a. Not available.

quit rate since Pearl Harbor. Discharges fell from .64 in October to .61 in November, which compares with a rate of .43 in November, 1942, and .29 in December, 1941. Military separations, which are included in miscellaneous separations in the table, were only .51 in November as against .61 the previous month and 1.55 a year ago. This is the lowest monthly

rate since the United States entered the war.

Lay-offs amounted to .70, having increased considerably from October to November. The year-to-year increase was only 7.7% and since December, 1941, a decline of 67.4% has taken place. This change from October to November was a result of the extremely high lay-off rates experi-

enced by several industry groups. The completion or cancellation of contracts for small-arms ammunition and explosives was a factor in the high rate of 2.58 in the chemicals and allied products group. Completion or cancellation of contracts for heavy ammunition and tanks helped to bring about a lay-off rate of 1.71 in the ordnance group.

Total accessions declined 9.2% from 7.17 per 100 employees in October to 6.51 in November. This was a decline of 20.0% since November, 1942. Since Pearl Harbor,

December, 1941, the total accession rate has increased 36.8%.

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Division of Labor Statistics

Trends in Employment, 1939-1943

THE average number of persons employed during the past year, including the Armed Forces, reached an all-time high of 62 million. In all, fully 17 million more men and women were at work or in uniform than in 1939, the last peacetime year relatively unaffected by rearmament. The rate of expansion was most rapid during the past year when more than 6.3 million new workers were taken on either in civilian activities or in the fighting forces. In the closing months of 1943, however, this rapid rate of acceleration was no longer evident, even after allowance for seasonal influences, and labor analysts remained sharply divided over the course of future labor requirements.

Of the 17 million net increase in employment since 1939, approximately one new worker was taken on in civilian industry for every man entering the fighting services. Total civilian employment in 1943 averaged slightly more than 53 million, compared with 44.6 million in 1939. While the average number of civilians employed during the past year was a million greater than in 1942, it was nearly 200,000 less at the end of 1943 than at the close of 1942.

During the past year, the average volume of employment exceeded by more

than 6 million the total number of persons who would normally comprise the nation's regular labor force. In contrast, nearly 9 million members of the regular labor force were unemployed in 1939, while even at the high level of activity prevailing in 1941 the average number unemployed approached 3.5 million.

Excluding the Armed Forces, the largest absolute gain in employment since 1939 developed in manufacturing. During the past year more than 16 million persons, on the average, were at work in the nation's factories, or approximately 60% more than in 1939. The largest gain in the number on factory payrolls, surprisingly, occurred prior to our active participation in the war. Nearly 2 million factory workers were taken on in 1941, as against 1.4 million in 1942 and 1.6 million in 1943. Again, as in the case of total civilians at work, factory employment began to drop off slowly at the close of the past year, with a more marked downward trend in the initial months of 1944.

Government employment, excluding the Armed Forces, increased nearly 2 million since 1939. Almost 700,000 new civilian workers were taken on during the past year, bringing the 1943 average to 5.9 million.

TRENDS IN DECEMBER

Nearly 1.1 million fewer persons were employed or in the Armed Forces in December than in the previous month. Most of this decline as expected came in agriculture, but there were also losses in manufacturing and construction. By the end of the year, employment was only 3.6 million greater than in December, 1942, as compared with the September peak of 5.3 million over September, 1942.

Durable and nondurable goods plant employment declined during the month. The decrease in the transportation equipment group reflected shifts in the type of product required and the inability to hire new workers. Losses of 24,000 were reported in the iron and steel, nonferrous metals, lumber, furniture, and stone, clay and glass industries. Seasonal factors as well as cutbacks influenced the drop in nondurable goods.

Only in trade, transportation and extraction of minerals was civilian employment increased in December. The number on manufacturing payrolls fell 76,000 during the month, while employment in construction again fell by 13.5%. Farm employment declined less than seasonally and the 8.9 million at work on farms at the year-end equaled the corresponding total of the previous year.

JANUARY HIGH LIGHTS

Nonagricultural employment was reduced by more than a million in January, according to preliminary reports, with a further reduction of more than 500,000 apparent in agriculture. Trade, manufacturing and the post office all contributed

EMPLOYMENT AND UNEMPLOYMENT, 1939-1943

Source: THE CONFERENCE BOARD

In Thousands

Period	Total Employment (Including Armed Forces)	Agriculture	Forestry and Fishing	Industry						Trade Distribution and Finance	Service Industries (Including Armed Forces)	Miscellaneous Industries and Services	Unemployment
				Total	Extraction of Minerals	Manufacturing	Construction	Transportation	Public Utilities				
Annual Average													
1939.....	44,993	10,739	198	15,639	707	10,517	1,610	1,871	934	7,511	9,978	928	8,795
1940.....	46,683	10,580	208	16,854	756	11,288	1,907	1,948	956	7,631	10,432	978	7,650
1941.....	51,434	10,355	215	19,717	758	13,198	2,612	2,135	1,015	7,843	12,190	1,114	3,350
1942 r.....	55,762	10,392	209	21,349	780	14,632	2,624	2,276	1,037	7,633	14,947	1,231	-541a
1943 p.....	62,016	10,264	188	22,162	702	16,206	1,757	2,476	1,022	7,476	20,520	1,405	-6,218a
Monthly total													
1943 January r.....	57,696	8,270	178	22,063	734	15,797	2,210	2,298	1,025	7,384	18,459	1,342	-2,264a
February r.....	58,507	8,550	177	21,971	733	15,940	1,986	2,290	1,024	7,352	19,099	1,357	-3,012a
March r.....	59,458	9,019	181	22,002	727	16,045	1,900	2,318	1,012	7,399	19,487	1,370	-3,901a
April r.....	60,939	9,900	187	22,009	716	16,055	1,862	2,361	1,015	7,497	19,961	1,336	-5,320a
May r.....	62,351	11,076	194	21,942	704	16,035	1,810	2,380	1,013	7,423	20,324	1,392	-6,668a
June r.....	63,593	11,704	199	22,156	702	16,196	1,784	2,454	1,020	7,467	20,658	1,409	-7,842a
July r.....	63,712	11,385	197	22,314	696	16,320	1,756	2,514	1,028	7,410	20,984	1,421	-7,896a
August r.....	63,775	11,261	196	22,436	689	16,436	1,717	2,564	1,030	7,352	21,103	1,426	-7,887a
September r.....	64,464	11,720	195	22,362	688	16,399	1,650	2,598	1,026	7,404	21,351	1,432	-8,502a
October.....	64,240	11,318	191	22,334	682	16,428	1,574	2,627	1,022	7,503	21,457	1,437	-8,198a
November p.....	63,257	10,109	183	22,303	673	16,447	1,521	2,640	1,021	7,637	21,581	1,444	-7,137a
December p.....	62,195	8,861	174	22,051	674	16,371	1,315	2,670	1,021	7,885	21,774	1,449	-5,987a

rRevised

pPreliminary

aExcess of employment over normal labor force.

toward this sharp decrease. Losses in transportation equipment, iron and steel, lumber and other durable goods groups ranged from 17,000 to more than 50,000. In nondurable manufacturing, declines

were especially pronounced in the food, textile and chemical industries.

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Chronology of Labor Relations

January

1 Postwar Employment Prospect

Eastern Division of Socony-Vacuum Oil Company announces it will re-employ all available employees now in military service and will need a substantial number of additional workers, according to an analysis it has completed.

3 Strike Policy Blasted

Labor is aroused by statement of "a high official" that threatened railway strike and other strike activities had given Germany a propaganda weapon of great value and could well add substantially to length of the war and loss of life.

4 Military Agents Aid in Deferments

Selective Service headquarters announces that to aid in keeping production schedules from lagging, representatives of the Army, Navy and other government agencies assigned to plants working on war orders will join employers in requesting deferment of necessary workers.

7 New Induction Procedure

Selective Service announces new induction procedure effective February 1 whereby final physical examinations will be given to registrants at least 21 days before induction. New system eliminates screening examinations and post-induction furloughs.

8 Industry-wide Contracts Sought

UAW (CIO) announces that union will undertake a drive for nation-wide wage agreement based on equal pay for equal work regardless of geographical location of plants or products being manufactured.

Railroad Settlement Sought

President offers to firemen, conductors and switchmen the same wage adjustment awarded by arbitration to trainmen and engineers on condition that these three unions sign an agreement with the carriers on same terms as the other two and that they withdraw the strike order.

9 Union Expels Wildcat Strikers

President of United Rubber Workers of America (CIO) expels 74 tire production workers for wildcat strikes, and serves notice on all members that further stoppages will not be tolerated.

11 Universal Draft Advocated

President calls on Congress to enact a universal draft law to put all able-bodied men and women at the service of the government and to prevent strikes for the duration of the war.

12 Organized Labor Fights Draft

President of AFL and CIO present to the President the opposition of their organizations to the universal draft proposal.

13 Labor Needs Revised Downward

War Manpower Commission reduces by 600,000 its estimate of the total labor force, including Armed Services, which will be needed July 1. The figure as revised is 65,700,000.

CIO Politics Fund Challenged

Attorney-General, acting on charges made by Representative Smith, orders immediate investigation of charges that CIO has violated the Smith-Connally anti-strike act which prohibits labor unions from making political contributions. Union is alleged to have amassed \$700,000 for political uses.

14 Railroad Peace Assured

Three operating railroad brotherhoods which had refused to accept the President's arbitration of wage controversy accept terms offered.

Mandatory Six-hour Shift Urged

President of Reynolds Metals Company advocates federal legislation which would make mandatory in industry a six-hour shift with pay for seven hours, as part of a plan to increase employment in the United States by one-third after the war.

18 Railroads Returned to Owners

Following compliance with President's terms of settlement of wage controversy, the railroads of the country are returned to private ownership and operation.

20 High Rate of Industrial Fatalities

OWI announces that from Pearl Harbor to January 1, 1944, industrial casualties amounted to 37,600 killed, or 7,500 more than the military fatalities.

21 Union Racketeering Attacked

New York State special grand jury investigating labor union racketeering recommends enactment of laws to protect union members from exploitation by officials of their own unions.

24 AFL Rejects UMW Reaffiliation Proposal

AFL executive council rejects proposal of Lewis that UMW be readmitted with most of its present membership, and counters with proposal that it be taken back as it was constituted in 1936.

26 WLB Penalizes Strikers

In Cramp Shipbuilding Company case, WLB penalizes strikers by canceling one month's retroactive pay of any wage adjustments granted in dispute now pending.

WLB Held to Usurp Power

The Select Committee of the House, investigating executive agencies of the government, called on Congress in its majority report to limit and clearly define WLB's powers, charging that the board had indulged in policies and practices menacing to the system of private enterprise and the constitutional right of judicial review.

31 WPA Final Accounting

In final accounting of Works Progress Administration, it is reported that this agency, in its 8-year existence, expended about \$13 billion.

New Membership Maintenance Ruling

In case of Federal Shipbuilding and Drydock Company, in which many union members were delinquent in payment of dues although membership maintenance was in effect, WLB's Shipbuilding Commission rules that delinquent employees shall have three weeks in which to pay dues or resign from the union in writing. If they choose latter course, they must pay up dues obligations for the 1942 contract period.

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